



NSTU president warns of threat to collective bargaining

In addressing 136 delegates at this NSTU's Annual Leadership Skills Development Institute in Antigonish on August 19, NSTU president Shelley Morse warned of the challenges to come this school year.

"Moving forward as leaders we must build on what we know, and continue to inform as we face more challenges this fall," she said. "This year we will begin negotiations for our public school teachers and Community College and one essential objective for all members will be to focus on the importance of solidarity."

Morse spoke about the effect a meeting of Nova Scotia's public sector Unions with Finance Minister Randy Delorey on August 18. "This government drew a line in the sand with unions yesterday," she continued. "In their rhetoric, government and the Finance Minister used austerity and the economy as the reason for government's stance." Morse is referring to the Nova Scotia government's new approach to collective bargaining across

the public sector, which alludes to five-year contracts and wage restraints. "Again, unions and workers are being used as an excuse to purportedly fix a problem when economists are saying our province is in relatively good stead. This type of austerity will only be detrimental to the economy of Nova Scotia."

She goes on to say that by using debt relief as a premise, this government is looking at reducing benefits, wage freezes, and privatizing essential services. "In this scenario, the victors are the private sector who get cut rate agreements on government infrastructure. The losers during austerity are predictably the unionized workers."

She reminded delegates about our strength through collective power. "We need to focus on solidarity for the upcoming school year

and how we move forward together is our action sheet. In all of the hype, the media and government have failed to realize their actions have mobilized us, and members are ready to counteract what lies ahead," she added. "The most recent actions of this government have also mobilized all unionized employees in Nova Scotia."



Member Engagement Day is October 5

The Annual NSTU Member Engagement Day will take place this school year on Monday, October 5, 2015, coinciding with World Teachers' Day.

This Day is designed for NSTU Locals to raise the profile of NSTU programs and services among NSTU members at schools, campuses and work sites around the province. "This year's theme is I am the NSTU, recognizing the dedication of individual members to the collective that is the NSTU," says NSTU president Shelley Morse. "Last year's first Member Engagement Day was well-received and we are looking forward to continuing this trend."

I AM THE NSTU
Member Engagement Day
Monday October 5th, 2015

Member Engagement Day takes place on or before World Teachers' Day (WTD) (October 5) depending on the day in which WTD falls. Activities being organized by Locals include fairs and kiosks, face-to-face activities and after school socials.

For more information about Member Engagement Day in your area, please contact your NSTU Local president.

Nova Scotia Teachers Union
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OFFICE OF THE PRESIDENT

Dear Colleague:

Welcome back! I hope your summer was restful and relaxing and helped refresh you for the upcoming school year. As we leave the hazy days of summer, we enter a season of revitalization and resolve. I hope you can embrace the opportunities and challenges you will face this school year.

We continue to commit to member engagement as a priority and are proud to present our second annual NSTU Member Engagement Day, which will take place on October 5, World Teachers' Day. The theme of this year's NSTU Member Engagement Day is "I am the NSTU" which focuses on the dedication of our members in helping the Nova Scotia Teachers Union stay united and strong.

We know that this year will be a tough one, not just for our union, but for all public sector workers in the province as we face a difficult negotiating environment. We will strive for fair and equitable collective agreements for both the public school and Community College members. We will strive to ensure that the working conditions for our members are of benefit to the learning conditions of our students.

We will also continue to raise the profile of our members and celebrate professionalism, and reiterate to government the importance of teacher voice in the sweeping changes on the horizon.

Providing appropriate, inspiring, member driven professional development is of paramount importance for the NSTU. We will continue to offer many professional development opportunities that meet specific needs. One of our signature professional learning events is October Conference Day on October 23. Please visit our website at www.nstu.ca to view the complete Professional Association conference program offerings and register by October 9 to take advantage of further professional development, collaboration and networking, or call Central Office at 902-477-5621 or 1-800-565-6788 for more information on any of our professional development opportunities.

Remember that we are here for you, and this is YOUR union. You are the NSTU. If you have any questions related to the NSTU, please contact the NSTU representative at your school or campus, talk to your Local president/RRC chair/provincial executive member, or call/email Central Office. Get involved in your Local by attending a Local general meeting, volunteer to be an NSTU rep for your school or campus, or inquire about becoming a member of a Local or provincial committee.

As I enter the final school year as your president I will continue to be astounded at your dedication, passion and drive for your students and profession. It is truly an honour and privilege to have been given the opportunity to serve you.

Here's to a successful school year.

Sincerely,

Shelley
SHELLEY L. MORSE
NSTU President



people

Canadian Family Teacher Award winner Heather Hughes-Leck

Congratulations to Dartmouth High School teacher Heather Hughes-Leck who was chosen as one of three Canadian Teachers recognized through the 9th Annual Canadian Family Teacher Awards. Hughes-Leck, who teaches English and sociology and was nominated by a colleague who recognizes how she goes above and beyond for students, was the only Atlantic Canadian teacher nominated for this year's award. She will receive \$2,500 for school supplies. Hughes-Leck is involved with student groups at her school that encourage their involvement in their own community and communities around the world. Through the Human Rights Club, she has taken students on service trips to the Dominican Republic; she helped the school raise money for relief efforts in Nepal after the earthquake last spring; and has also worked with students in creating a memory garden and organizing clean-ups through the Eco Club. Heather Hughes-Leck is another shining example of how teachers make a difference. The Canadian Family Teacher Awards is proudly sponsored by Johnson Insurance. As the title sponsor for the last five years Johnson Inc. recognizes the contributions of teachers in making a difference in the minds and lives of children.



Staff Appointments:

NSTU appoints human resources officer

The NSTU welcomes Nancy Morton, RPR as the newest member of NSTU staff, effective August 1, 2015. Morton is the NSTU's human resources officer, a newly created position. She will be responsible for administration and coordination of all human resource activities including supervision and evaluation of employees, negotiation of staff contracts and managing employee benefits.

Originally from New Waterford, she has her Registered Professional Recruiter designation (RPR) and graduated from Cape Breton University with a Bachelor of Business Administration degree in Organizational Behaviour and Industrial Relations. She also has an Advanced Diploma in Human Resources from NSCC and a Business Computer Applications Diploma from the Cape Breton Business College.

Before joining the NSTU team Morton was Manager, Human Resources of the Sydney Credit Union. She was a Human Resources Consultant with Nexient Learning Inc., and a Human Resources Coordinator for the CAP Society of Cape Breton County.

Morton is a member of the Human Resources Association of Nova Scotia and the Institute of Professional Management. She looks forward to using her expertise in developing this new position for the Nova Scotia Teachers Union.



Term position in Professional Development

The NSTU also welcomes Adela Njie, who is currently serving a one-year term contract (August 1, 2015 to July 31, 2016) to replace Betty-Jean Aucoin while she's on sabbatical leave.

Originally from The Gambia, Njie has a MEd in Curriculum and Resource (French Cohort) from StFX University, and a BA and BEd from Université Ste. Anne. She is currently working towards a Master's in Educational Leadership and Administration at StFX.

Her teaching experience has been with both the Conseil scolaire acadien provincial (CSAP) and the Halifax Regional School Board. During her 22-year teaching career, Njie has been a French teacher at the elementary, junior high and high school levels, an elementary classroom teacher, a resource teacher, student services consultant and part-time instructor in the School of Education at StFX University.

Before starting her term position with the NSTU, Njie was a French Resource teacher at Shannon Park Elementary School in Dartmouth. Other schools she has taught at include: Halifax West, Auburn Drive High, Gaetz Brook Junior High and École Bois-Joli.

Njie is excited to be working in support of NSTU members through her new role as the Coordinator of Professional Development.



THE teacher
INVOLVING | INFORMING | INSPIRING
ISSN 0382-408X

Managing Editor: Angela Murray
Layout, Advertising & Circulation: Sonia Matheson

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

Return undeliverable Canadian addresses to:
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Halifax, N.S. B3L 4L7
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Toll free: 1-800-565-6788
Email: theteacher@nstu.ca
Website: www.nstu.ca

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

Submission deadlines for 2015-2016:

ISSUE	DEADLINE
October	September 25
November/December	November 13
January/February	January 8
March	February 19
April	March 25
May	May 6
June	May 27

Mailed under Canada Post Publications Agreement Number 40063555.

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Canadian Educational Press Association / Association canadienne de la presse éducative

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NSTU attends EI World Congress in Ottawa

NSTU president Shelley Morse joined heads of teacher organizations from around the world at the quadrennial 7th Education International (EI) World Congress in Ottawa, July 21-26 as part of the delegation of the Canadian Teachers' Federation (CTF). There were 2,000 delegates, observers and guests from over 150 countries representing 402 organizations as part of EI's 30-million membership. They examined global issues in education, including austerity measures, public education, trade union movements, commercialization of education, Indigenous rights and the prevention of school-related gender-based violence. (l-r): Wally Fiander, NSTU first vice-president; Heather Smith, CTF president; Shelley Morse, NSTU president and Joan Ling, NSTU executive director.



StFX's Faculty of Education excited about new initiative

The first Educational Research Forum (ERF) took place Monday, July 27 at StFX's Schwartz School of Business when 16 educators in the Masters of Education and the Interuniversity Doctoral Program presented their educational research.

In the audience were 140 educators, who were attending their first two courses in StFX's Masters of Education program; 15 new students enrolled in the Educational PhD program; as well as school board and Department of Education and Early Childhood Development partners from around the province.

"It's a showcase to share the important research our masters and graduate students are doing, and to share that with others," says Dr. Dan Robinson, who lead this outreach research initiative and was chair of ERF organizing committee. "The context in which schooling happens is really important and it is often hard to translate research findings from one site to another. Sometimes research that is based on work done in large American or Canadian high schools in urban settings might not apply so neatly to a small community high school in Canso or vice versa. The context of the research really matters," Dr. Robinson added.

The faculty want to inspire educators to use research as a regular part of their educational practices. Too often teachers and administrators see research as something far removed from what they do in classrooms and schools. Teachers in graduate programs often comment on how engaging in research is excellent professional learning.

Following opening remarks from StFX president Dr. Kent MacDonald and Director of Recruitment and Admissions Justin Fox, Dr. Robert White delivered a powerful keynote entitled, "What is research?" and shared clips from his own research in which he has interviewed and created videos of top educational researchers sharing their insights about research and the research process.

Following the keynote, research findings were shared in a conference style format. New graduate students were treated to four different research presentations and had opportunities to talk to the researchers during planned breaks.

Dr. Richard Isenor, vice-president of Research and Graduate Studies at StFX, provided closing remarks to the forum and was very impressed with the quantity and quality of the research in education taking place within the Faculty of Education. A reception was held in the Schwartz auditorium following the presentation allowing for informal discussions with presenters. Many new graduate students felt that the Educational Research Forum connected with their coursework in EDUC 505 Introduction to Research and they could envision themselves being more engaged in research in the future.

The ERF committee wishes to thank the office of the VP Research, Continuing and Distance Education and the office of Recruitment and Admissions for their support of this initiative. The committee hopes the forum will become a regular addition to the Masters of Education summer school experience.



Included in this photo are presenters: Lee-Anne Burke, Kendra Gottshall, Bill Walters, Laura Stiles-Clarke, Natasha MacKinnon, Kelly Thompson, Greg Hadley, Karen Berezowski, Cheryl MacDougall, Lawrence Nyika, Trudy Delorey, Marsha Costello, and Chris Cocek. Also included are faculty and staff: Dr. Kent MacDonald, president of StFX; Dr. Richard Isenor, vice-president of Research and Graduate Studies; Justin Fox, director of Recruitment; Dr. Robert White, keynote speaker; Dr. Jennifer Mitton, Dr. Chris Gilham and Dr. Joanne Tompkins, faculty and members of the ERF committee.

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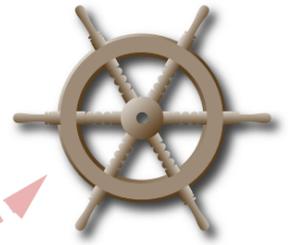


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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Meaningful Learning through Relevant Professional Development

by Adela Njie, Executive Staff Officer, Professional Development

Welcome back from what I hope was a restful and energizing summer. Summer is an important time for growth. During summer, nature comes to life with foliage and flowers, and humans come to life as we celebrate the season. Beaches, barbecues, picnics and quality family time rejuvenate us and bring us joy. This quality time we give ourselves during the summer prepares us to meet the changing demands that we face when school reopens in September. Our students who have also grown physically and mentally, will also be looking forward to seeing and reconnecting with their special teachers. I would like to take this opportunity to thank you for your tireless work and devotion year after year in the ever-changing landscape of education.

I am grateful for the opportunity to work as Executive Staff Officer, Professional Development for one year while Betty-Jean Aucoin is on sabbatical leave. I thank her for her continued encouragement and support of quality education.

As a new member of the team, I facilitated some sessions at the Leadership Skills Development Institute which took place at St. Francis Xavier University from August 19 to 21. This event brought to light the remarkable quality and magnitude of skills that teachers possess. Our collective skills are matched to no other profession. This quote by Henry Adams culminates it all. "A teacher affects eternity: She/he can never tell where her/his influence stops."

and the various partners and professional associations. The planning for this Annual Conference that started early in January is now coming to fruition. The conference will enhance quality education and as a result support student achievement.

This year our conferences have speakers and presenters who come from diverse backgrounds and bring a wealth of experiences. Some are homegrown (residents of Nova Scotia) Phil Comeau, Sylvia Paris, and Scott Boyd, to name a few, and others are nationally or internationally renowned in the field of education.

Phil Comeau is a film and television director and scriptwriter, born in Nova Scotia and he will be joining the Association des enseignants acadiens (AEA). He has directed numerous award-winning drama and documentary films and television series in over 20 countries. His films and TV episodes have been broadcast on over 70 networks worldwide. His films and TV series have received over 40 awards at festivals in North America and Europe. He is also a Member of the Order of Canada recipient for his contributions to Acadian film and television in Nova Scotia, and for his promotion of Acadian culture across Canada.

Sylvia Paris is a guest speaker at the Nova Scotia Language Teachers Association/ Association des enseignant(e)s de langues de la Nouvelle Écosse (NSLTA/AELNE) conference.

Women in the Public Service Network and the Avalon Sexual Assault Centre and African Nova Scotian communities (such as the Nova Scotia Home for Coloured Children and the Black Educators Association).

Deborah Graham joins the Family Studies Teachers Association (FSTA). She is a Professor at St. Francis Xavier University where she has taught courses in assessment, literacy, principles and practices of teaching, sociology, inclusive practices and content literacy at the BEd level, and literacy, program development and various other courses at the MEd level. Prior to joining the faculty at StFX she was a public school teacher and regional administrator for 30 years. Her research interests include teacher stories, resiliency, 21st century skills in teaching and learning and the critical role of conversation in enhancing teacher professional knowledge. Her presentation will focus on the critical role of stories in our lives as teachers; how they forge connections and promote humanism and empathy on a variety of levels.

Primary Elementary Teachers Association (PETA) also welcomes back Alfie Kohn. Due to the overwhelming response another day with Alfie Kohn is being offered. Last year he talked about the limits of traditional academic practices (curriculum, assessment, pedagogy); this year he will help participants move beyond the traditional in the non-academic parts of school: social, moral, behavioural issues—what it means to help kids become good people as well as good learners with his session: *Beyond Threats and Bribes: Why Control of the Classroom can Never be our Goal*.

Dr. Esther E. Enns will speak at the Social Studies Teachers Association (SSTA). She is a professor of applied linguistics and intercultural education at Saint Mary's University. She focuses on experiential learning and teacher development. She is also responsible

for various projects involving cultural change in the learning environment, including the Safe and Respectful Saint Mary's initiative. She served as Dean of Arts for 12 years, and in that role she promoted international education and advocated for the importance of liberal education for all students. For 20 years she was a professor at the University of Calgary where she established the Language Research Centre for the advancement of language education that was built on a close collaboration with the Alberta Teachers' Association and Alberta Education. In 1998 she was named a 3M Teaching Fellow in recognition of teaching excellence and educational leadership, and currently serves as Chair of the National Council of 3M Teaching Fellows.

Unfortunately we are not able to name all the keynote speakers and presenters. Nonetheless, we wanted to share with you the abundance of knowledge that this conference will afford us.

I cannot express enough the impact that professional development and other learning opportunities have impacted my practice. I hope that this conference equips us with the tools and knowledge to help students reach their full potential. Once again thank you, merci and jerejeff, to all our dedicated volunteers for making our NSTU Annual Conference a continued success.

Be sure to log on to our NSTU Online Conference Registration and begin to preview the conference that best suits your professional needs. Registration opened on September 4 and closes October 9. As you all know the Professional Associations endeavour to provide you with meaningful and practical professional development sessions and this year in no exception. Wishing you a year of continued success in personal and professional growth, and lifelong learning.



Executive Staff Officer Adela Njie is shown facilitating a workshop at NSTU's Annual Leadership Skills Development Institute.

On October 23, the NSTU Annual Conference Day will provide teachers with a variety of PD opportunities. This year the volunteers of the 22 professional associations, are again at the helm of our Professional Development Day - NSTU Annual Conference Day 2015. These volunteers have generously given their time, energy, and effort in making this Annual Conference one of purposeful learning. I thank them for their commitment towards organizing Professional Development Conferences that move our learning forward. The Conference this year has been planned by our office under the leadership of Betty-Jean Aucoin in her role as Executive Staff Officer, Professional Development,

Sylvia Paris is a consultant for the Department of Education and Early Childhood Development. She meets with youth and educators in school boards throughout the province to promote cultural proficiency and multicultural education; monitors and researches racial issues; and works to improve the information available in the school system. Through government's Racial Equity Policy, she helps to ensure that policies within the education system are respectful of all aspects of diversity, with a particular focus on African Nova Scotians, Mi'kmaq and immigrant communities. She also works with organizations that seek to support women, such as the African Canadian



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



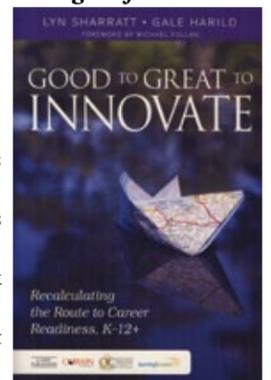
Email your name, home address, and school or campus name with PD Giveaway in the subject line to theteacher@nstu.ca by October 5 to be eligible for the draw.

GOOD to GREAT to INNOVATE
Recalculating the Route to Career Readiness, K-12+
By Lyn Sharratt and Gale Harild
Foreword by Michael Fullan

This resource was written for educators at all levels and shows how to:

- Design an innovative Pathways approach to career readiness that empowers students as informed decision makers.
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- Develop an approach to life-skills preparation, K-12+, that is inclusive of all.

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EQUITY BOOK REVIEW

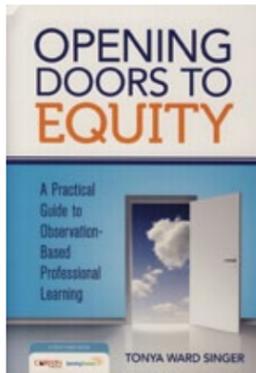
COMMITTEE

Nova Scotia Teachers Union

Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by October 5 to be eligible for the draw.

Opening Doors to Equity - A Practical Guide to Observation-Based Professional Learning
By Tonya Ward Singer

This month's Equity book giveaway is *Opening Doors to Equity: A Practical Guide to Observation-Based Professional Learning*. Written by Tonya Ward Singer and published by Corwin and Learning Forward, this book focuses on making educational equity a reality, lesson by lesson. It will aid in transforming instruction so that students of all backgrounds can achieve, by creating a culture of deep collaboration.



Association of Adult Educators ready for fall conference



This year's Association of Adult Educators October conference will take place once again at the Waterfront Campus of NSCC with professional support member Seana Blanchard, chairing the conference committee again. She is shown above with Waterfront Campus principal Paul Little, presenting a \$250 donation to Campus' Food Bank and Student Emergency Fund in appreciation of its hosting of the 2014 conference. The theme for this year's conference on October 23, is *Inspire, Motivate & Empower* with Dave Carroll as the keynote speaker.

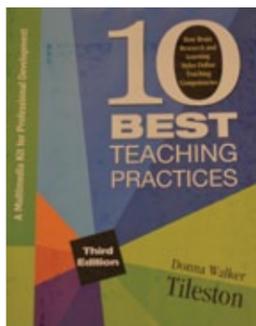
fresh

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 October 5 to be eligible for the draw.

10 Best Teaching Practices - How Brain Research and Learning Styles Define Teaching Competencies (3rd Ed.)
By Donna Walker Tileston

This Multimedia Kit for Educators consists of the 3rd edition of *Ten Best Teaching Practices*; a 68-minute content-rich DVD, with an easy stop-and-search navigation menu and in-classroom examples of best practices; a chapter-by-chapter facilitator's guide for conducting workshops, providing expanded instruction, discussion points, chapter review, activities, handouts, and overheads; and a CD-ROM with an electronic version of the facilitator's guide.



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Driving: Not just painful because of the gas prices?

By Jennifer Finlayson, O.T. Reg. (N.S.), former NSTU EIP Manager

More and more NSTU members are travelling for work. Consultants, coordinators, and specialists who work in more than one school, as well as those teachers and Community College members who accept assignments outside their local communities are spending more and more time in their cars. Members have been listening to the occupational therapists with the Early Intervention Program preach office ergonomics for years now, but it is just as important to pay attention to your posture in the car as it is at your desk!

There are many factors which may cause development of back or neck pain while driving: sitting in one posture for prolonged periods of time without a break, awkward postures when using the car as an office, as well as poor lifting techniques to remove resources and bags from the car seat or trunk.

1) It is extremely important to adopt good and comfortable postures while in your car. Find a range of comfortable driving positions within your car seat's adjustability options and make frequent changes to the settings throughout your long road trips. AVOID awkward postures, twisting or leaning to one side, reaching with arms outstretched. Always keep your left leg extended next to the pedals (unless you are driving a standard), and use stop lights,

construction zone stops and time sitting in drive-thrus to rotate your ankles and stretch your neck to get the blood flowing! Take a break from driving every couple of hours if you are on a long road trip.

2) If you are using your car as an office space, AVOID using your laptop or doing paperwork in your car. There is no safe and stress free way to position your body in your car to use the computer. Instead, find an alternative location like a satellite office, coffee shop or even a picnic table during warm days.

3) Laws surrounding cell phone use in the car improves your safety and ergonomics in the car. Use hands-free or headset systems if you need to talk on the phone while driving. Otherwise, pull over and park your car to use your phone, and do not cradle the phone between your ear and your shoulder!

4) AVOID storage of supplies and resources in the front and back seats. This encourages reaching and twisting to access these items, and could be a safety hazard if you are required to stop suddenly. Instead, store your supplies in the trunk of the car. When lifting items out of the trunk, ensure you stand as close to the load as possible. Secure loose items at the front of the trunk to reduce unnecessary bending and reaching.

5) If you have to lift items out of your car,



BE CAREFUL when you have been driving for a long time or the weather is cold, as you are at a greater risk of back injury. Park close to the drop off point when possible to avoid carrying long distances. Wheeled bags are also beneficial in some cases to minimize carrying requirements. Keep in mind any stairs or curbs which may limit use of such bags.

Seating is also an important part of comfortable driving and is something we should all consider when purchasing a new car. The more adjustability options the seat has, the more likely you will find a comfortable posture. Seating in general should feel comfortable and have independent height and tilt adjustments. The following are features in a car you should be looking for:

- **Seat base:** adequate leg length so that thighs are supported and you can fit two fingers between the back of your knee and the edge of the seat. The seat width should be wider than the hips and thighs. The seat height should be adjustable so you can operate foot pedals and other controls without reaching, you can easily see all display panels, and you have good vision outside the car.

- **Back rest:** height of back rest should reach shoulders and not obstruct your rear vision. It should also be wide enough to support your shoulders and offer continuous support along the length of your spine. The

lumbar support should fit the shape of your back without any gaps.

- **Headrest:** Ideally, the top of the headrest should be raised to or above ear level as this will offer the best support in the event of a sudden stop or acceleration.

- An adjustable **steering wheel** is best so you can comfortably hold the wheel with both hands and your vision is not obstructed. It should be close enough to you that your arms have a slight bend which reduces arm and shoulder strain and provides you with greater control while steering.

Before you adjust your seat to suit your own needs, ensure the seat is in the initial set-up position with steering wheel full up and fully forward, seat height at its lowest, seat base tilted to its lowest position, back rest reclined about 30 degrees, seat all the way back. Once in this position, you can make the appropriate adjustments to meet the recommendations above to improve your comfort and safety during long or short drives. Remember, car ergonomics is important any time you drive—whether it's five minutes to the corner store or four hours on a summer road trip!

For more information on car ergonomics or for an individualized assessment, please contact one of the NSTU's occupational therapists at 1-800-565-6788, eip@nstu.ca. More research, recommendations and tips are available through Loughborough University online at www.lboro.ac.uk and www.otworks.ca.

eBayMotors.co.uk characterizes the four most common driving postures and corrective postures for each:

1. **The Rollercoaster** is characterized by leaning forward and sitting upright, seat forward and arms and legs bent. It is corrected by relaxing and reclining the seat slightly to support the back.
2. **The Multi-tasker** is characterized by a straight back with arms bent and one hand on the gear shift. It is corrected by not multi-tasking, reclining the seat slightly and placing both hands on the wheel.
3. **The Racer** is characterized by straight arms and legs with a reclined seat and a low driving position. It is corrected by moving the seat so that arms and legs are slightly bent and raising the seat so that the hips are higher than the knees and the back is supported.
4. **The Pimp** is characterized by an inclined seat with one hand on the wheel and the other on the window or ledge or hanging out the window entirely. It is corrected by straightening the seat back so there is only a slight recline and raising the seat so hips are above the knees. Rolling up the window to remind you to keep both hands on the wheel may also help.



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

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

Congratulations to our Book Winners from June!

FRESH - Sandra Belanger of HRSB

EQUITY - Krista Luttmer of CSAP

PD - Mike Cameron of AVRSB

NSTU Leader Profile
KERI BUTLER - Halifax City
Secretary-Treasurer
NSTU Provincial Executive

Keri Butler's path to her current role as NSTU's secretary-treasurer seems only natural since as she puts it "she has a genetic pre-disposition to the NSTU." The genetic connection she's referring to is through that of Dr. Tom Parker—her grandfather. Parker, an honorary member of the NSTU, was NSTU president from 1949 to 1951, a former editor of *The Bulletin* (predecessor of *The Teacher*) and the longest serving executive director of the Union to date (1954 to 1970). NSTU's Central Office at 3106 Joseph Howe Drive was named after him in 1992. Butler remembers that day, "I was in Grade 10 and I remember being able to leave school early so I could attend the naming of the building ceremony," she says.

Butler's mother and aunts were teachers, and through her grandfather's connection; teaching and unionism is in her blood. One of the NSTU events she really looks forward to every year is Annual Council. "One of the things I love about going to Council is talking to folks who inevitably have a story about my grandfather."

Being entrenched in NSTU history, Butler realizes how far the organization has come in striving for teacher benefits and rights. "We've come a long way," she says. "When my mother was a teacher in the mid-70s, she only had 20 days of maternity leave. She would have had to go back to work or resign her position."

For Butler it's important to know the history of the organization. "I like being in know," she says. "The more you know the more you can give back. If you're on the fringe only a few things can affect you, if you're in the trenches you can really help someone and pay it forward."

She began teaching in 2001 after studying chemistry at Saint Mary's University and receiving her BEd from Acadia University (from where she also has an MEd in Educational Foundations), and spent the first couple of years teaching in Toronto as a member of the Ontario English Catholic Teachers Association. "I found it really strange that principals were not in the same union as teachers, and became friends with the Union rep at my school," she says. "When I came back home to teach I gravitated towards getting involved and that's why I became a school rep."

After teaching math at Millwood High and spending a year with the Youth Pathways and Transitions program, Butler began teaching chemistry at J.L. Ilesley High School in Halifax, where she has been since 2005. "That's when I first got involved as a school rep." From the NSTU rep position Butler began to get heavily involved in the Halifax City Local. "I was the secretary for one year, first VP for four years and Local president for two years," she says. She is beginning her third year on the provincial executive.

At the provincial level she has served on the member services, finance and property and provincial economic welfare committees, and in her role as provincial executive member has been the provincial executive rep on the resolutions, finance and property and as liaison to APSEA.

She's looking forward to another school year and admits that she feels a little lost during the summer without the contact with teaching colleagues and her



fellow NSTU Local and provincial executive members. "I find it very quiet in the summer."

The quiet time of summer is soon about to change as Butler sees challenges ahead for the school year. "We are facing increasingly complex classrooms—even at the high school level it can be a problem and I worry about my colleagues burning out and our students getting the supports they need," she comments.

She's also concerned that negotiations and bargaining will also be very difficult this time around. "I hope people still remember our history. During the Savage years as students, we walked out of Oxford School and marched down to the legislature in solidarity with our teachers. I hope that we will be willing to do that again, rally the troops if need be and show our strength."

She also recalls being at the legislature during a close call in 2009, when Community College members were close to going on strike. "It was quite a rush being there and seeing all of us with placards ready to fight for the rights of our Community College colleagues."

Whatever the future brings, Butler looks forward to is facing the challenges ahead and continue to serve NSTU members through her new role as secretary-treasurer. She's especially looking forward to meeting with fellow provincial executive members in the Dr. Tom Parker building on September 18.

NSTU Provincial Executive
MEETING DATES

2015

- September 18-19
- October 16
- December 4-5

2016

- January 21-22
- March 3-4
- April 7
- June 3-4



NSTU Provincial Executive 2015-2016



Seated (l-r): Bill Murphy (Antigonish-Guysborough), Ron MacIntosh (Cape Breton District), Sheila Hawley (second vice-president, Inverness-Richmond), Shelley Morse, (president), Keri Butler (secretary-treasurer, Halifax City), Damian Hall (Community College), and Kim Frank (Annapolis-Hants West-Kings).

Standing (l-r): Paul Boudreau (Halifax County), Hope Lemoine (Cumberland), Sandy Mitchell (Lunenburg County-Queens), Thérèse Forsythe (Annapolis-Hants West-Kings), Darlene Bereta (Northside-Victoria), Colleen Scott (Digby-Shelburne-Yarmouth), Louis Robitaille (Community College), Tim MacLeod (Halifax County), Ben Sichel (Dartmouth), Cherie Abriel (Colchester-East Hants), Lori MacKinnon (Digby-Shelburne-Yarmouth), Sue Larivière-Jenkins (CSANE), and Nancy Doyle (Pictou).

Missing from photo: Wallace Fiander (first vice-president) and Shawn Hanifen (Halifax City).

Teachers who make a difference

Kelley d'Entremont



During École Wedgeport School's recognition event for school volunteers on June 19, NSTU president Shelley Morse presented Kelley d'Entremont with her Teachers Make a Difference award. She is shown above with d'Entremont and École Wedgeport's principal Roseanne d'Entremont.

École Wedgeport's phys ed teacher Kelley d'Entremont was pleasantly surprised when she received a call from NSTU central office that she was chosen as one of nine teachers randomly selected for the 2014-15 *Teachers Make a Difference* program.

"It was definitely a memorable day for me at school when I received the news of the nomination," she says. "It was a great feeling. It was a confirmation that what I do with the students is appreciated."

D'Entremont, who is the CSAP (Conseil scolaire acadien provincial) representative had heard of the program, but "was unaware of the process and that teachers were nominated by their students."

She has been teaching physical education for 11 years and has spent her whole teaching career at École Wedgeport School, a community where she grew up. "My first five years I shared a position between École Belleville and Wedgeport," she adds. A Université Sainte-Anne BEd and MEd graduate, d'Entremont hopes the rapport she has with students makes a difference. "I like to think the relationships I build with my students are important," she remarks. "I respect them and they respect me. I'm sure it helps that I'm the phys Ed teacher—I feel teachers make a difference by developing trusting relationships and being there for their students." She adds that teachers spend a lot of time with their students and have the opportunity to mold them into individuals.

D'Entremont sees value in the *Teachers Make a Difference* program for everyone. "Not only does it make the teacher feel appreciated but the students that nominated their teachers are excited for their teachers," she says. "My students congratulated me time and time again. Other teachers in my school received letters of nomination and it made their day just knowing that students took the time to thank them."

The nomination d'Entremont received sums up the impact she makes for her students and school. "Kelley is by far the best teacher in this building. She is observant, empathetic, and dedicated to her position. She focuses on the positive and makes learning meaningful."

She knows that she and her colleagues put in a lot of time on a daily basis ensuring that classrooms are organized, lessons are interesting and students get the maximum of their daily routine at school. "We don't ask for recognition, but this is a wonderful way to make a teacher feel like all that hard work has paid off."

Stay tuned for this school year's *Teachers Make a Difference* campaign, which will be launched in early October.

Teachers Make a Difference

To learn more about how teachers make a difference go to nstu.ca



JE SUIS LE
 **NSTU**

Journée de l'engagement des membres

Lundi 5 octobre, 2015



Protection from Retaliation

In previous issues of *The Teacher*, we have reviewed the various rights that employees have under the Nova Scotia Occupational Health and Safety Act and the Violence in the Workplace Regulations under that Act.

For example, if an employee has a concern about a risk to health and safety in the workplace, the employee has the right to raise that concern with his or her supervisor, and if not satisfied with the response, to bring his or her concern to the Joint Occupational Health and Safety Committee, and if not satisfied with the Committee's response, to take his or her concern to an Officer of the Occupational Health and Safety Division of the Nova Scotia Department of Labour and Advanced Education.

As well, an employee has the right to refuse to do any act at his or her place of employment where the employee has reasonable grounds for believing that the act is likely to endanger the employee's health or safety.

Also, an employee who is exposed to a significant risk of violence in the workplace must be provided with information on the nature and extent of the risk and on any factors that may increase or decrease the extent of the risk, and with adequate training, including, for example, how to respond to an incident of violence and how to obtain assistance.

Another important right of employees under the Occupational Health and Safety Act is the protection from retaliatory action for seeking enforcement of the Act or the Violence in the Workplace Regulations.

The Act defines "discriminatory action" as "an action that adversely affects an employee with respect to terms and conditions of employment or any opportunity for employment or promotion," including, of course, dismissal or suspension, but also "coercion, intimidation, imposition of any discipline, reprimand or other penalty..."

Examples of the types of activities that are protected from retaliation are:

- Participation in or association with a joint occupational health and safety committee
- A refusal to work undertaken pursuant to the Act
- Seeking information that the employee is entitled to under the Act
- Testifying in a proceeding under the Act
- Giving information to the joint occupational health and safety committee or the Division of Occupational Health and Safety of the Nova Scotia Department of Labour and Advanced Education

The Nova Scotia Teachers Union encourages its members to raise concerns about risks to health and safety at work, and to be assured that you have a right not to be retaliated against for raising those concerns. If you have any questions about your rights under the Occupational Health and Safety Act, please contact an NSTU Executive Staff Officer.

Nourishing the Learning Spirit

OCTOBER 15 | 7PM

SPONSORED BY MOUNT SAINT VINCENT UNIVERSITY, WITH THE HELP OF THE CENTRE FOR TEACHING AND LEARNING, DALHOUSIE UNIVERSITY

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Dr. Battiste is the author of "Decolonizing Education: Nourishing the Learning Spirit" and is an internationally recognized scholar on indigenous knowledge and aboriginal education.

For further information 902-457-5528

Co-sponsored by the Centre for Teaching and Learning, Dalhousie University, Mi'kmaw Kina'watanway, and Mi'kmaw Friendship Centre.

www.nstu.ca



October 15, 2015,
At 7:00 p.m.
Seton Academic Centre,
Auditorium A

Mount Saint Vincent
University
166 Bedford Highway

Carl Orff Canada Nova Scotia Chapter events

Kingswood Elementary School, Hammonds Plains was home base for 21 music teachers taking Orff Level Course I and II. Classes in movement, recorder, choral, and basic Orff pedagogy made for a busy but inspirational two weeks from July 20-31. Participants came from the Yukon, New Brunswick, Prince Edward Island, Newfoundland, and Nova Scotia.



Level II Participants Back row: Denise Wilson (HRSB), Jen Smeltzer (HRSB), Trevor Dimoff (HRSB), Catherine West (instructor, Toronto, ON), Marg Kristie (instructor, Annapolis Valley), Laura Johnston (HRSB), and Shannon Kemp (PEI). **Front Row:** Rhonda Corrigan (HRSB), Hope Moen (HRSB), Charlotte Myers (HRSB), Jeffrey Miller (HRSB), and Michelle Pottier-Jones (HRSB).

The Nova Scotia Chapter of Carl Orff Canada sponsored one-day summer workshops in August for elementary music teachers at Long and McQuade in Moncton, N.B. and in Halifax. The Halifax workshop on August 18 drew participants from four different school boards and one colleague from New Brunswick.



Participants in the Halifax Workshop were: Back Row: Lisa Morrow DeCoste (SRSB), Louise Bergeron (HRSB), Julie Laidlaw, Peter MacInnis (SRSB), Amy Levesconte (SRSB), Lyn Sutherland (CCRSB), Brittany Hann (HRSB). **Front Row:** Hannah Cusack (ASD-W, N.B.), Jenny Trites (HRSB), Jen Smeltzer (HRSB), Brenna Harris (SSRSB) Not pictured: Jennifer Stearns (HRSB) Charlotte Myers (facilitator-HRSB).

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2015-2016 school year are

September 15, November 15, February 15 and April 15.

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

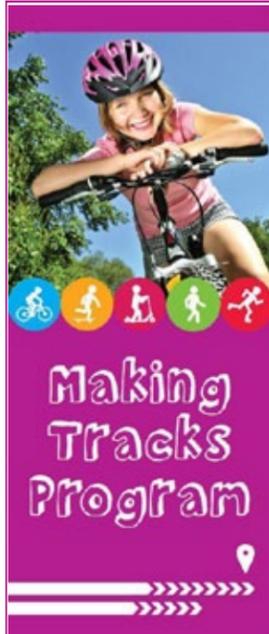
The internship provides members with an opportunity to learn more about the NSTU.

Nova Scotia Teachers Union

executive highlights

July 3

- Filed the table officers report;
- Ratified the 2015 edition of the CSANE Constitution.



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We can help you turn your idea into a useful, practical program!

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Project Application Mailing Address
 Sheonoroil Foundation Project
 Review Committee
 3106 Joseph Howe Drive,
 Halifax, NS B3L 4L7

Deadline—November 13, 2015



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NOVA SCOTIA TEACHERS UNION

2015 - 2016 COMMITTEES



The NSTU Nominating Committee would like to thank the 70 members who applied for NSTU Provincial Committees. Thirty-four positions were filled based on a number of criteria including: regional representation; experience in Union activities; curriculum/grade level representation; and gender representation. The Committee encourages members to continue to apply for NSTU committees.

With the exception of the Resolutions Committee, the following list does not contain committees appointed at Annual Council or those members serving on external committees. This list is current as of August 17, 2015.

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Keri Butler, Chair, secretary-treasurer; **Shane Goucher**, Hants West (2016); **Judy Rogers**, Yarmouth (2016); **Wade Van Snick**, Cumberland (2017); **Thérèse Forsythe**, executive member; **Melanie Waye**, NSTU financial officer; **Maureen Smith**, NSTU business manager; and **Joan Ling**, NSTU executive director

GOVERNANCE & POLICY COMMITTEE

Shelley Morse, NSTU President; **Kim Frank** (Annapolis), **Sandy Mitchell** (South Shore), **Damian Hall** (Community College), **Nancy Doyle** (Chignecto-Central), **Darlene Bereta** (Cape Breton), **Tim MacLeod** (Halifax), **Colleen Scott** (Tri-County), **Bill Murphy** (Strait); **Joan Ling**, NSTU executive director; and **Debbie McIsaac**, executive staff officer

NOMINATING COMMITTEE (EXECUTIVE MEMBERS)

Louis Robitaille, **Sandy Mitchell**, **Bill Murphy**, **Colleen Scott**, **Cherie Abriel**; and **Joan Ling**, NSTU executive director

PERSONNEL COMMITTEE (EXECUTIVE MEMBERS)

Shelley Morse, NSTU president; **Sheila Hawley, Chair**, second vice-president; **Sandy Mitchell**, **Paul Boudreau**, **Lori MacKinnon** and **Joan Ling**, NSTU executive director

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Suzanne Comeau, Chair, (2017); **Nathan Robar**, (2016); **Phillip Meuse**, (2016); **Christophe Dol** (2017); **TBA** (2018); **TBA**, (2018); **Sue Larivière-Jenkins**, executive member; **Gérard Cormier**, NSTU staff liaison

CURRICULUM COMMITTEE

David MacFarlane, Chair, Antigonish (2016); **Sheri Scott**, Halifax County (2016); **Keith Partridge**, CSANE (2016); **Adam Boyd**, Hants West (2017); **Kelli Burgess**, Halifax County (2017); **Wendy Gould**, Colchester-East Hants (2017); **Chad Hanrahan**, Northside-Victoria (2017); **Darlene Bereta**, executive member; and **Debbie McIsaac**, NSTU staff liaison

EQUITY

Donna Lee Parker, Chair, Cape Breton District (2016); **Katrina Slaney**, Shelburne County (2016); **Cyril MacGillivray**, Antigonish (2016); **Jill Burton**, Inverness (2016); **Wayne Lincoln**, Halifax City (2017); **Nigel Tinker**, Annapolis (2017); **Ben Sichel**, executive member; and **Gérard Cormier**, NSTU staff liaison

MEMBER SERVICES COMMITTEE

Wally Fiander, Chair, first vice-president; **Seana Blanchard**, Community College, (2016); **Mary Currie**, APSEA, (2017); **Kevin Harnish**, Colchester-East Hants, (2017); **Cindy MacKinnon**, Pictou, (2017); **Jo-Leigh MacPhee**, Kings, (2017); **Mary MacPherson**, Cape Breton District, (2017); **Louis Robitaille**, executive member (Community College); and **Jack MacLeod**, NSTU staff liaison

PENSION COMMITTEE

Jodie MacIreith, Chair, Halifax County, (2016); **Mary Alice Ali**, Pictou, (2018); **David Kokocki**, Lunenburg County, (2017); **Bev Roy**, Kings, (2017 - 2-year term replacement); **Paul MacLean**, Richmond, (2018); **Anna Muise**, Cape Breton District, (2018); **Allan MacKinnon**, RTO representative; **Ron MacIntosh**, executive member & pension board liaison; **Allan MacLean** and **Kyle Marryatt**, NSTU staff liaisons

PROFESSIONAL DEVELOPMENT COMMITTEE

Tanya Samson, Chair, Richmond (2016); **Daniel Doroshenko**, Colchester-East Hants (2016); **Raylene Nicholson**, Cape Breton District (2016); **Nancy Comeau**, Dartmouth (2017); **Robert Lelièvre**, Inverness (2017); **Paul Syme**, Kings (2017); **Cherie Abriel**, executive member; and **Adela Njie**, NSTU staff liaison

PUBLIC AFFAIRS/ PUBLIC RELATIONS COMMITTEE

Andrew MacIntosh, Chair, Halifax City (2016); **Grant Frost**, Halifax County (2016); **Paula Landry**, Richmond (2016); **Roland Hannem**, Yarmouth (2016); **Neil MacIsaac**, Antigonish (2017); **Paul Boudreau** and **Colleen Scott**, executive members; **Simon Wilkin**, NSTU staff liaison and **Angela Murray**, NSTU PR coordinator

STATUS OF WOMEN COMMITTEE

Peggy Joiner, Chair, Community College (2016); **Tanya DeViller**, Yarmouth (2016); **Stacy Thorburn**, Queens (2016); **Jennifer Adams**, Dartmouth (2017); **Nadine Arnold**, Colchester-East Hants (2017); **Deborah Walker**, Digby (2017); **Hope Lemoine**, executive member and **Pam Langille**, NSTU staff liaison

SUBSTITUTE TEACHER COMMITTEE - To be appointed October 2015. **TBA**, executive member; and **Kyle Marryatt**, NSTU staff liaison

TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES

Andy MacNeil, Halifax County (2016); **Brian MacIsaac**, Pictou (2016); **Maxine Hardy**, Northside-Victoria (2017); **Darrell LeBlanc**, Guysborough (2017); **Monica Stoilov**, Dartmouth (2017); **TBA**, SAA representative (2017); **Nancy Doyle**, executive member; and **Debbie McIsaac**, NSTU staff liaison

STATUTORY

APPEALS COMMITTEE

Ellen Louth, Chair, Dartmouth (2016); **Holly MacDonald**, Cumberland (2016); **Meghan Phelan**, Colchester-East Hants (2016), **Dawn Spracklin**, Cape Breton District (2016); **Paul Betuik**, Halifax County (2017); **Heidi Tudor**, Digby (2017); **Bill Murphy**, executive member; and **Allan MacLean**, NSTU staff liaison

OTHER COMMITTEES

INSURANCE TRUSTEES

Susan Noiles, Chair, Halifax County (2016); **Phil Doucette**, Antigonish (2016); **Wanda Rodgeron Fuller**, Yarmouth (2017); **Sharon Midwinter**, Cumberland (2017); **Michael Cameron**, Kings (2018); **Ronnie Carew**, Cape Breton District (2020); **Bruce Spares**, NSCC; **Joe MacEachern**, Dept. of Education and Early Childhood Development; **Sheila Landry**, Dept. of Finance and Treasury Board; **Allan MacLean**, NSTU staff liaison and **Joan Ling**, NSTU executive director

PROGRAM DEVELOPMENT ASSISTANCE FUND (PDAF) COMMITTEE

Angela Wisen, Halifax County (2017); **Kenna MacLean**, Cape Breton District (2018); **Roy Bourgeois** and **TBA**, Dept. of Education and Early Childhood Development; and **Gérard Cormier**, NSTU staff liaison

PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE

Teri Cochrane (NSSCA, 2016); **Mike Landry** (SAA, 2016); **Steve Ranni** (TAPHE, 2016); **Jane Berrigan** (AST, 2017); **Holly MacDonald** (ATYA, 2017); **Beth MacInnis** (PISA, 2017); **TBA**, executive member; and **Adela Njie**, NSTU staff liaison

RESOLUTIONS COMMITTEE

Lori MacKinnon, Chair, executive member; **Joyce Lively**, Cape Breton District (2016); **Heather Ryan**, Halifax County (2016); **Pat Hillier**, Cumberland (2017); **Marc Breaugh**, Lunenburg County (2017); and **Debbie McIsaac**, NSTU staff liaison

SHEONOROIL BOARD OF DIRECTORS

Joan Ling, Chair, NSTU executive director; **Angèle Marr**, CSANE (2016); **Christopher Nicholson**, Northside-Victoria (2016); **Debbie McVeigh**, Community College (2017); **John White**, Cape Breton District (2017); **Angela Gillis**, Halifax City (2018); **Alison MacPherson**, retired member (2018); **Shawn Hanifen**, executive member; **TBA**, Insurance Trustees; **Shelley Morse**, NSTU president; and **Gérard Cormier**, NSTU executive staff officer

The NSTU is actively seeking membership for its SUBSTITUTE TEACHER COMMITTEE.

This committee advises the Provincial Executive on issues affecting and of concern to substitute teachers.

To be eligible you must be an Active or Active Reserve member.

Download the application form from the NSTU website at www.nstu.ca under the "Substitutes" menu and click on "Committee".

The deadline is October 9.

The Substitute Teacher Committee will be appointed at the October 16th Executive Meeting.

Are you a new or returning substitute teacher?

Don't forget to fill out the Substitute Teacher

Contact Information Form available on the

NSTU website at www.nstu.ca

(version française disponible)

**PLEASE COMPLETE THIS FORM ANNUALLY
TO ENSURE YOU REMAIN ON OUR MAILING LIST.**

Richmond Local honours retirees



NSTU president Shelley Morse attended the Richmond Local retirement dinner, which took place on June 13 at Inn at the Forks Hotel. She is shown above with the retirees honoured. (l-r): Shelley Morse; Inverness-Richmond provincial executive member Sheila Hawley; retirees Jean D'Arc Samson, Lois Madden, Marlene Boyd, Collette Samson, Gary David, and Billy Digout.

Queens Local retirees honoured



NSTU president Shelley Morse attended the Queens Local retirement dinner, which took place on June 11 at the Liverpool Curling Club. (l-r): Former Queens Local president Nathan Smart; retirees Brian Murray, Allan Wentworth, Richard Comeau and Leo Campbell; Shelley Morse; retirees Yvette Rawding, and Terry Doucette; and former provincial executive member for Shelburne-Queens, Stacy Thorburn.

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The War Amps
waramps.ca

PROJECT OVERSEAS 2016

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Are you interested in learning more about global education issues?
Can you see yourself volunteering during the summer?
PO has assisted teacher organizations in over fifty countries in Africa, Asia and the Pacific, and the Caribbean. PO currently places over fifty volunteers in approximately twelve countries every July and August.

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

CTF seeks English and French-speaking Canadian teachers who are interested in volunteering to offer in-services in a wide range of subjects in developing countries such as: Barbados, Dominica, Ghana, Grenada, Guyana, Haiti, St. Kitts, St. Lucia, St. Vincent & the Grenadines, Sierra Leone, Togo, Trinidad & Tobago, and Uganda.

Application criteria include:

- Membership in a provincial or territorial organization that supports PO
- Valid teachers' certificate
- At least five years teaching in Canada by July 2016
- Canadian citizenship
- Excellent health and ability to work in developing country conditions (a doctor's letter is required)
- Show evidence of flexibility, mature judgment and a strong willingness to put the team and project needs above personal needs
- Canadian passport valid until at least December 2016, at the time of application (proof that a passport application has been made will be accepted)

PO is a volunteer experience. Administrative, travel, and living expenses are borne by CTF, provincial and territorial teachers' organizations (which are CTF members). No salaries or honoraria are paid to participants in PO and the sponsors do not cover costs associated with substitute teachers or release time.

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

APPLICATION DEADLINE: NOVEMBER 13, 2015

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



Sober Canadian Sentimental Fight the Power Friends
ecstatic
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Music Outside the Box Nostalgic Dreams The Se
Bold Moon Wry LGBT Happy

What are your students into?
There's a poem for that

POETRY in VOICE

Help your students find poems they love, learn them by heart, and share them aloud.
poetryinvoice.com



Members of the Halifax Regional Council, which is comprised of the Dartmouth, Halifax and Halifax County Locals are shown making signs and posters for the annual Labour Day March in Halifax.

The Artisan Teacher Conference

On August 11 and 12, the Nova Scotia Educational Leadership Consortium (NSELC), in partnership with the Rutherford Learning Group offered an exciting professional learning opportunity for P-12 teachers and educational leaders. The Artisan Teacher Conference was led by Dr. Mike Rutherford. Rutherford, an educator, author, speaker, and creator of the Skillful Observation Coaching Laboratory program and The Artisan Teacher multi-media series, is recognized as a leading international authority on adult learning, professional leadership, instructional coaching, and teacher efficacy.

The two-day conference focused on strategies for high performance teaching that enhance student learning. Participants were introduced to patterns of skillful instruction. They explored the 23 themes of teaching that enable teachers to create classrooms with high levels of student engagement, effort, clarity, thinking, performance, and success. By recognizing the themes in their own teaching, teachers attending the session determined their skills and strengths, and enhanced their practice.

Rutherford's work with administrators enrolled in the Nova Scotia Instructional Leadership Academy illustrated the impact that the themes of the Artisan Teacher have had on leadership that supports best practices in instruction and assessment. The Artisan Teacher Conference offered an opportunity for teachers in Nova Scotia to learn from his dynamic research-based work.



*Shown above are teachers from the Strait Regional School Board that attended the session: **Back Row (l-r):** Ann Whalley, Neil MacQuarrie, Annamarie Talbot, Richard Britten, Andrew Clarey, Jennifer Desmond, Wanda Fougere, Shelley MacLean, Sharon McCuspic, and Glenn Austen. **Middle Row (l-r):** Jason Dayman, Tracy MacIsaac, Cheryl MacDougall, Lisa MacEachern, Tammy Landry, Jyl Boyle, Sean Barker, presenter Dr. Mike Rutherford, Sherman England, Paul Landry, Paul Brown, and Chuck Boudreau. **Seated (l-r):** Chrissi Lynch, Darren Teasdale, Kathy Rhodes, and Mike MacIsaac.*

The NSTU is actively seeking membership for a couple of its committees.

Applications will be accepted until 4:30 p.m. on Friday, October 9 for the Substitute Teacher Committee.

Committees will be appointed at the October 16 Executive Meeting.

There are two vacancies available on the Comité de programmation acadienne. The deadline for applications is October 9.

Forms are available on the NSTU website at www.nstu.ca

For advertising information for The Teacher,

contact Sonia Matheson at

902-477-5621 or 1-800-565-6788

or visit www.nstu.ca / email theteacher@nstu.ca



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- ◆ Appointments required.



Start School on the Right Foot—Proactive Activities to Build Class Climate

It's that time of year again. A new school year has begun. Children and teachers alike are filled with anticipation, excitement and nervousness. Everyone is hopeful their new classroom and experience will be a positive one where all students feel valued, welcomed and inspired.

Teachers know that the first days of school are important for establishing routines, expectations, rules or norms. Teachers know that creating a positive learning environment in the early days of school is key to establishing a climate conducive to learning for the whole year. Indeed research demonstrates that a positive school and class climate increases student learning and achievement, and prevents bullying.

We all understand the importance of a safe learning environment but for many of us creating that environment in practice can be a challenge. The work starts in the first days of school when we emphasize that all students have different strengths and needs, and everyone has something valuable to contribute to the class community. This involves making positive relationships a priority, providing students with opportunities to develop and practice empathy, compassion and conflict resolution skills. Teachers need activities that are engaging and promote these skills in students.

Not-for-profit educational resources, such as the Rick Hansen School Program, provide educators with a range of practical teaching tools that support the development of a positive school environment. The Program provides lessons and activities that engage students in a number of key ways:

Students learn to set goals, support others, and take leadership. Through practical activities and projects the Program fosters respect for differences and social responsibility. In a recent survey 94 per cent of students said taking part in the Program inspired and empowered them to make a difference in their communities.

The Program focuses on disability awareness, which promotes key characteristics of a positive class climate such as equity, fairness, caring and sensitivity. An independent report by leading consultancy firm Deloitte LLP found that 100 per cent of educators saw positive change in student willingness to interact with people with disabilities after an introduction to the Program.

Moreover, the impact of the Program goes beyond people with disabilities. By supporting acceptance of diversity, respect and understanding of differences, disability awareness programs encourage positive interactions among all students. As part of the Deloitte report educators reported that the Program resulted in decreased bullying; increased student initiatives to improve the classroom, school or community; and increased volunteerism, supporting the goals of Nova Scotia's Safer Schools Act and Respectful and Responsible Relationships report.

The Program supports inclusive education initiatives and can be a key tool in creating and maintaining inclusive cultures that encourage understanding, acceptance, mutual respect to make school communities more equitable and align with Nova Scotia's report *Inclusion: Supporting All Students*.

A key feature of Rick Hansen School Program lessons and activities is that they are easy to use and support provincial curriculum. Teachers comment that "We are very impressed by the quality and scope of the materials. They provide the foundation and framework for a challenging and beneficial unit of study involving a true Canadian hero and a wonderful role model for our students."

The Program can be used to establish a positive climate at the beginning of the year and to maintain that climate by using individual lessons and activities throughout the year. Students can start learning about equity, fairness, caring and sensitivity through activities in September, and then learn about community responsibility and leadership through different activities throughout the year. One teacher who used the materials last year said the activities and lessons "fit into our learning about being caring, thoughtful, and mindful" and were "very enlightening. It's important for kids to experience this earlier in life so they grow up to be more inclusive and mindful."

The Rick Hansen School Program includes free, ready-made resources to support teachers and schools, and is suitable for delivery even in low-income communities, as well as rural and remote schools. Start the year off with fun, active and inclusive activities, while developing your class climate. It's free, easy and fun!

Free resources can be downloaded or ordered at www.rickhansen.com/schools.



Rick Hansen with a student at an educators' conference in June at Rick Hansen Secondary School in Abbotsford, B.C.

HEALTH INNOVATION VIDEO CHALLENGE

To celebrate NSHRF's 15th anniversary we're challenging Nova Scotia high school teachers and students to explore health innovation.

DETAILS:

Here's how you and your students can win cash prizes for your class:

1. Choose a topic related to health innovation
2. Research how it impacts people's health/well-being
3. Demonstrate your results by creating a video

PRIZES:

1st Place

\$5,000

2nd Place

\$3,500

3rd Place

\$2,000

Hon. Mention (2)

\$1,000



15 YEARS
IMPACTING &
INNOVATING

For full contest details visit: www.nshrf.ca/videochallenge

coming events

September is...

Arthritis Awareness Month (www.arthritis.ca); Breakfast for Learning Month (www.breakfastforlearning.ca); Childhood Cancer Awareness Month (www.cancer.ca); Ovarian Cancer Awareness Month (www.ovariancanada.org); Prostate Cancer Awareness (www.prostatecancer.ca); World Suicide Prevention Day (Sept. 10) (suicideprevention.ca/world-suicide-prevention-day/); Scotiabank AIDS Walk for Life Week (Sept. 12-20) (www.aidswalkforlife.ca); The Terry Fox Run (Sept. 20) (www.terryfox.org); Muscular Dystrophy Month (www.muscle.ca); Alzheimer Coffee Break Day (Sept. 17) (www.alzheimercoffeebreak.ca); World Heart Day (Sept. 29) (www.world-heart-federation.org); International Day of Peace (Sept. 21) (www.un.org); Growth Awareness Week (Sept. 13-19) (www.magicfoundation.org/www/docs/1282); Learn @ Work Week (Sept. 22-26) (www.cstd.ca)

SEPTEMBER 12 TO 20

Scotiabank Aids Walk for Life 2015



With over 71,300 Canadians living with Aids, Scotiabank presents its yearly event to raise awareness and support for this disease with no cure. Local events are hosted by AIDS Service Organizations in your community. All Scotiabank AIDS Walk for Life proceeds remain in the community and provide necessary funds for support services and programs for people living with HIV/AIDS. To register or for more information, please visit www.aidswalkforlife.ca/Home.htm

SEPTEMBER 14

Neptune Theatre's Teacher Night!

Nova Scotia Teachers Union is pleased to sponsor Neptune Theatre's Teacher Night! NSTU members and a guest are invited to attend a dress rehearsal performance of *Great Expectations* by Charles Dickens at Neptune Theatre on Monday, September 14 at 7:30 p.m. For additional information and to confirm your reservation, please contact info@neptunetheatre.com.

Neptune Theatre and NSTU value the incredible role our members play in developing young minds. We look forward to welcoming you to Neptune's first production of the season!

NSTU Members Receive **20% off adult single tickets** and **20% off 3, 4, or 5 Our Plays, Your Way packages**. It's our way of saying thanks for all the important work that you do! Use promo code **2015NSTU**.

SEPTEMBER 19

Orff Nova Scotia and Long & McQuade

Orff Nova Scotia and Long & McQuade present *IT'S SEPTEMBER - September 19 - Change in Location*: Dalhousie Arts Centre, Room 401, 6101 University Avenue, Halifax. Orff Nova Scotia will help you kick start the year off with a workshop on Saturday, September 19. Our Board

Members and several of our Levels Course participants will present new materials that you can add to your music program.

The NS Orff Chapter Annual General Meeting will be held immediately following the workshop. All participants are welcome to attend. Pay upon arrival at the workshop. Session times: 9:00 to 1:00 p.m. with mid-morning nutrition break. Fees for Workshop: ORFF NS Members: FREE / Non-Members: \$20. Please pre-register by email: myersc1@nspes.ca

SEPTEMBER 23 TO 27

Canadian Student Leadership Conference

NSTU is a proud sponsor of the Canadian Student Leadership Conference (CSLC), which will be taking place at Halifax West High School from September 23 to 27. This national conference brings together 800 student leaders and 250 advisors and teachers from across the country for five days of speakers, workshops and events. Many NSTU members and students at Halifax

West, and other high schools, are involved in organizing and volunteering at this event. If you would like to become involved, or to know more about the conference visit: cslc2015.studentleadership.ca.

The conference organizers are still looking for CSLC billets, if you can help out please visit the following link: cslc2015.studentleadership.ca/volunteer/billeting/.

SEPTEMBER 26

Kodály Society of Nova Scotia

The Kodály Society of Nova Scotia will have Dr. Kim Eyre as the special guest clinician for the KSNS Annual Fall Workshop on September 26. Dr. Eyre returns to Nova Scotia from Nipissing University where she instructs music pedagogy to pre-service and in-service teachers. She will be leading sessions on building community in the classroom through singing games/dances; reviewing basic (valuable) strategies for the music classroom; listening and responding to music; and creating in the music classroom. Dr. Eyre will share her wealth of in-the-field experience for teaching music to children at the elementary level. **Please note: the workshop location has been changed from**

the Halifax location of Long & McQuade to Room 401, Dalhousie Arts Centre, 6101 University Ave, Halifax. Registration starts at 8:30 a.m., the workshop ends at 2:15 p.m. Snacks, a light lunch, and KSNS/KSC dues are all included in the \$60 fee (\$30 - retired/\$15 - student).

For info or to register, please contact KSNS registrar Helen Higgins at HHiggins@hrsb.ca.

SEPTEMBER 30

Terry Fox National School Run Day

Millions of students across Canada take part in the Terry Fox National School Run Day every year raising funds for cancer research, making it one of the largest fundraising events in Canadian history. This year marks the 35th anniversary. Please visit <http://www.terryfox.org/SchoolRun/index.html> for more.

OCTOBER 1 TO NOVEMBER 9

National Writing Contest for Grades 4-6

Shelter. Comfort. Family. The Meaning of Home contest invites Grades 4-6 students (continued on page 15)



2015 NSTU Professional Associations Conferences

Friday, October 23, 2015
Online Registration is Now Open
Closes – October 9
(No refunds after October 9)

NO ON-SITE REGISTRATION
Register Early!

- | | | |
|----|--------------|---|
| 1 | AAE | NSCC Waterfront Campus, DARTMOUTH |
| 2 | AEA | École Beaubassin, HALIFAX & Université Sainte-Anne, POINTE-DE-L'ÉGLISE |
| 3 | AST | Halifax West High School, HALIFAX |
| 4 | ATA | Halifax Regional Municipality & South Shore, HALIFAX |
| 5 | ATEC | Cineplex, DARTMOUTH CROSSING |
| 6 | ATENS | Park Place Ramada Plaza Hotel, DARTMOUTH |
| 7 | ATYA | Riverside Education Centre, MILFORD STATION |
| 8 | BETA | Town of Lunenburg, LUNENBURG |
| 9 | EDANS | Dartmouth High School, DARTMOUTH |
| 10 | FSTA | SAERC - Strait Area Recreation Centre, PORT HAWKESBURY |
| 11 | MTA | Charles P. Allen High, BEDFORD |
| 12 | NSLTA /AELNE | Mount Saint Vincent University, HALIFAX |
| 13 | NSMEA | Millwood High School, MIDDLE SACKVILLE |
| 14 | NSSCA | World Trade & Convention Centre, HALIFAX |
| 15 | NSTALL | Cobequid Education Centre, TRURO |
| 16 | NSTEA | Sir John A. Macdonald High School, UPPER TANTALLON |
| 17 | PETA | Schooner Room, Casino Nova Scotia, HALIFAX |
| 18 | PISA | Mount Saint Vincent University, HALIFAX |
| 19 | SAA | École secondaire du Sommet, BEDFORD |
| 20 | SPAA | Best Western Plus, Spectacle Lake, DARTMOUTH |
| 21 | SSTA | Saint Mary's University, HALIFAX |
| 22 | TAPHE | Citadel High School, HALIFAX |

While we encourage members to have an NSTU web account, one is **NOT REQUIRED** to register for a conference. You may register utilizing any email account. The advantage to accessing the form with an NSTU username and password, plus confirmation of your identity with either your professional or NSCC employee number, is that your personal information will be automatically entered into the registration form.

NSTU web account activation is automated. You may activate an account from the NSTU website. Simply follow this link (<http://www.nstu.ca/the-nstu/communications/nstu-web-account/>) to the page containing activation information. Please read the information on the page carefully before activating your account.

2015 Provincial Conference Sites



As per NSTU Operational Procedure 14(e)(iii): **RECEIPTS OF PAYMENT** and attendance will not be distributed until the conference has concluded.

For Conference details & Registration go to www.nstu.ca

from across Canada to submit a written essay about what home means to them for a chance to direct \$50,000 to a Habitat for Humanity build of their choice in Canada and receive a pizza party for their entire school.

By entering, students have the chance to make a difference in their community. Genworth Canada will donate \$5 to the Habitat affiliate closest to the entrant's city of residence. Every participant also has a chance to win the top prize which consists of a \$50,000 donation from Genworth Canada to the Habitat affiliate of their choice, as well the winner's school receives \$1,000. Plus, there are five runner-up prizes of \$5,000 donations to Habitat affiliates.

The winner and runners-up get a pizza party for their classroom, in addition to other great prizes. Visit <http://meaningofhome.ca/#sthash.EAjWEMFv.dpuf>

OCTOBER 6

Open House for teachers at Canadian Museum of Immigration at Pier 21

Teachers and educators in Nova Scotia are invited to visit the Canadian Museum of

Immigration at Pier 21 on October 6, 2015 from 5 to 8 p.m. (registration is required) to try out new programs and have a behind the scenes look at two new exhibitions covering immigration to Canada. It will be a fun night with snacks, prizes and activities. The event is bilingual in English and French. Teachers can register by contacting learn@pier21.ca. Information about the museum's bursary program for field trips and its Road Show program for Grade 6 will also be shared. <http://www.pier21.ca/visit/whats-on-calendar/educators-open-house> <http://www.quai21.ca/visite/calendrier-du-musee/portes-ouvertes-pour-les-educateurs>

NOVEMBER 2

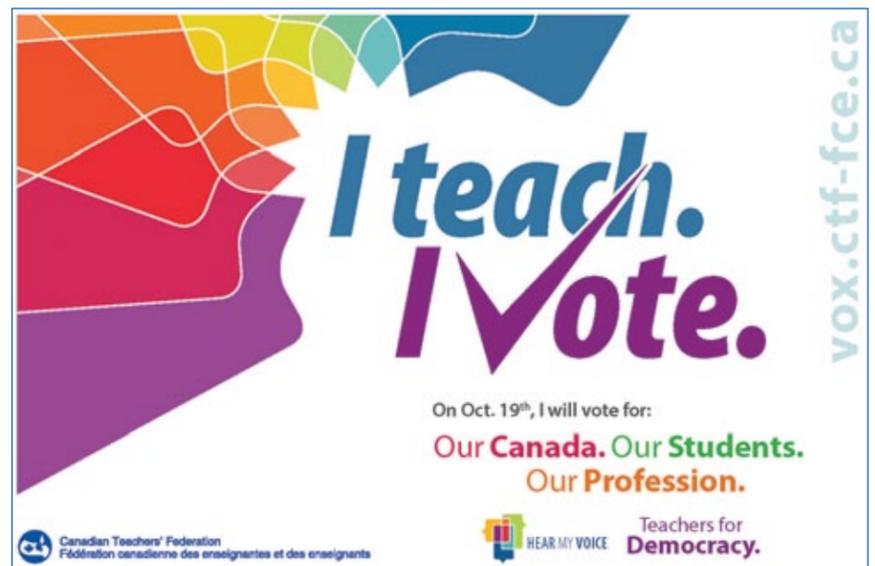
Holocaust Education Week Seminar

This years Holocaust Education Week Seminar will be held on Monday, November 2, 2015 from 9 a.m. to 3 p.m. at the Temple Sons of Israel, Whitney Ave, Sydney, N.S.

The speaker will be Dorota Glowacka of the University of King's College and International lecturer on the topic of

the Holocaust. She is also an Author: *Disappearing Traces: Holocaust Testimonials, Ethics and Aesthetics*. Registration will be: \$75.

For more information contact HEW Committee: educationholocaust@gmail.com or visit <http://holocausteducationweek.tumblr.com>



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Fédération canadienne des enseignantes et des enseignants

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vox.ctf-fce.ca

NOTICE

School Bus Safety Awareness Week (Campaign)

The campaign week is October 19-23. Yet school bus safety will be promoted throughout September and October, as children go back to school. The campaign focus is the safety of students crossing the street to and from their school bus. Children are placed at risk when other vehicles pass a school bus that is stopped to board students in the morning, or drop students off after school. It's illegal to pass a school bus that is stopped with flashing red lights flashing, yet this occurs frequently.

Campaign activities will remind the driving public that they must stop for a school bus that is exhibiting its flashing red lights.

The video contest will help remind students that they, too, carry some responsibility in ensuring their personal safety. This years video contest will be a bit different then in previous years. This year, we have decided to have three separate categories: Elementary School, Junior High & High School. There will be a \$500 prize for the 1st place winner of each category.

For more information, visit <http://schoolbussafety.ca/2015-video-contest/> To enter go to <http://schoolbussafety.ca/how-to-enter/>



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SUNDAY
September 20, 2015

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<p>MINDFULNESS COUNSELLING STRATEGIES-Activating Compassion and Regulation Halifax: October 15-16, 2015</p> <p>ANXIETY-Practical Intervention Strategies Halifax: November 18, 2015</p> <p>AUTISM-Strategies for Self-Regulation, Learning and Challenging Behaviours Halifax: November 19-20, 2015</p> <p>DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™ Halifax: November 27, 2015</p> <p>SELF-INJURY BEHAVIOUR IN YOUTH-Issues and Strategies Halifax: December 10-11, 2015</p> <p>BRIEF FOCUSED COUNSELLING SKILLS-Strategies From Leading Frameworks Halifax: February 17-18, 2016</p> <p>TRAUMA-Strategies for Resolving the Impact of Post-Traumatic Stress Halifax: March 14-15, 2016</p> <p>WALKING THROUGH GRIEF-Helping Others Deal with Loss Halifax: March 16, 2016</p>	<p>MEMBER PLAN</p> <p>CTRI and ACHIEVE each offer a membership plan that provides the member with unlimited access to our pre-recorded webinars.</p> <p>MEMBER BENEFITS:</p> <ul style="list-style-type: none"> • Unlimited access to all pre-recorded webinars whenever and however often you want. New content added throughout the year. • Ability to download useful PDF handouts and worksheets, exclusive to members. • Notification of special discounts and promotions on products and public workshops only available to members. • Subscriptions starting at \$9.95/month. <p>Please visit our websites for details.</p>
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Register three weeks prior to workshop date and save 10%.

Workshops Coming To Moncton This Fall:

BRIEF FOCUSED COUNSELLING SKILLS - Strategies from Leading Frameworks	October 21-22, 2015
CHALLENGING BEHAVIOURS IN YOUTH - Strategies for Intervention	December 9, 2015
ADDICTIONS AND YOUTH - Creating Opportunities for Change	December 10, 2015



PROMOTING LEADERSHIP AND ORGANIZATIONAL PERFORMANCE

NOVA SCOTIA WORKSHOPS FALL/WINTER 2015-2016

Dealing with Difficult People	Halifax: October 16, 2015	 <p>TO REGISTER OR FOR MORE INFORMATION:</p> <p>www.achievecentre.com 204.452.0180 info@achievecentre.com</p>
Management and Supervision-The Crucial Skills	Halifax: November 5, 2015	
Essential Workplace Skills-Performing to Capacity	Halifax: November 24, 2015	
Mediation-Facilitating Difficult Conversations	Halifax: December 3-4, 2015	
Conflict Resolution Skills	Halifax: February 12, 2016	
Leadership-The Essential Competencies	Halifax: March 9, 2016	
Difficult Conversations	Halifax: March 10, 2016	
Stress Management	Halifax: March 24, 2016	

Workshops Coming To Moncton This Fall/Winter:

Dealing with Difficult People	November 20, 2015
Emotional Intelligence -Expanding Influence	February 15, 2016

FREE WEBINARS

Both ACHIEVE Training Centre and CTRI offer a free monthly webinar. Please visit our websites for details.



Register three weeks prior to workshop date and save 10%.



The NSTU participated again in Pride Parades in Nova Scotia this summer. NSTU president Shelley Morse joined NSTU members and their families in both Halifax (two photos above) and Sydney (below) to celebrate the LGBTQ+ community and culture in Nova Scotia. Buses, banners, rainbow pencils and t-shirts ensured that the NSTU presence was recognized at both parades. The Halifax Pride parade took place on July 25 and the Pride Cape Breton Pride parade took place on August 8.



Community College members participated in the Pride Cape Breton parade on August 8.

Looking to upgrade or diversify your skill sets?

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Acadia offers Master of Education programs in Counselling, Curriculum Studies, Inclusive Education, and Leadership. Both full-time and part-time programs are available, and courses can also be taken as an independent student prior to applying to a specific program.

More info: MEd.openacadia.ca

Master of Education Focused on Music

The Master of Education in Curriculum Studies Focused on Music is a two-year, part-time program designed to help teachers develop as leaders in music education. Participants refine their teaching abilities with expanded knowledge of both the theories behind music instruction and the application of those theories to the classroom.

The upcoming cohort program, our fourth, will begin with two courses in our July 2016 summer institute on campus; summer courses in 2016 and 2017 will be combined with online courses during the rest of the year.

More info: musiced.openacadia.ca

Certificate in Math Teaching

In this part-time program, middle school teachers will develop a greater understanding of the math topics and concepts central to the provincial curriculum, including how to assess math learning and issues at these grades. The program is designed for grade 4-8 teachers who are currently teaching mathematics without a strong background in mathematics. The program is not intended for Math majors and will not support certification at the high school level.

Participants complete ten courses over two years, with courses offered on weekends in the terms during the school year, and in compressed formats in the summer.

Planning is underway to begin our next cohort in January 2016. If you may be interested in applying, please send us a brief Letter of Interest by September 25th, 2015.

More info: teachmath.openacadia.ca

Certificate in French Proficiency

Upgrade French language skills with this 30-credit hour certificate. Courses will be offered on-campus from July 4-15, 2016. Select courses are available online.

Teachers who complete the program may qualify for Advanced Teacher's Certificate (ATC 1), upon prior approval from the NS Department of Education.

"I would recommend this program to anyone looking to upgrade their French language proficiency."

Jennifer Dean-Levy, 2015 graduate

Apply by May 1, 2016

More info: fp.openacadia.ca

Ready to learn? Let's get started. **1.800.565.6568**



Celebrating NSTU's diverse membership

This year's Annual NSTU Leadership Skills Development Institute August 19 to 21 at St. Francis Xavier University (StFX) in Antigonish saw 136 NSTU leaders, including 54 members new to the conference hone their leadership skills through presentations, workshops and networking.

"It was encouraging to see 40 per cent of the delegates new to this institute," says NSTU president Shelley Morse. "Our provincial executive members, other NSTU leaders and staff have been focusing on engaging new members into the NSTU fold and this training is important in preparing new leaders for our Union and profession."

The opening night session featured eight NSTU members representing from across the province including representatives from Community College, APSEA and CSANE Locals recite "I am" poems, in which they offered insight into their personal and professional hopes and aspirations.

"This conference helps to foster relationships, educate our active members, and build capacity from within," continues Morse. "Our leaders, whether they be NSTU reps, Local president, RRC members, or provincial executive members, in finding and nurturing new involved members must demonstrate the relevance and significance of the NSTU in their lives, and encourage members to take an active role in shaping their union."

This is the eleventh summer that the two-day conference was held at StFX. The conference enables NSTU members to participate in sessions relative to their individual leadership requirements. The PD for NSTU leaders is a three-year curriculum-based program that focuses on providing training that enhances members' volunteer roles within the NSTU. "It also supplements our members' expertise in their educational leadership roles in their classrooms, schools and campuses," adds Morse.



Above are five of the 54 delegates attending NSTU's Leadership conference for the first time. **From left to right:** Pauline Lelièvre (Inverness), Gayle Doyle (Dartmouth), Patrick Daley (APSEA), and Shann Singer and Stephanie George (Colchester-East Hants).

For a second year, a renewal strand was included for NSTU leaders who have completed their training. This strand was comprised of information sessions related to current Union issues. This Leadership Renewal Session included sessions on talking points for public affairs, negotiations, the Member Assistance Program and NSTU's most recent member surveys.



Above are staff officers Pam Langille and Kyle Marryatt presenting Contractual and Legislative Framework of the NSTU.

Thursday evening's banquet/kitchen party on August 20, featured musical talent from teachers in the CSANE, Community College, Dartmouth, and Inverness Locals. As in previous years 20 workshops were offered. These included: Contractual and Legislative Framework of the NSTU, Collaborative Professionals Relationships, Taxable Benefits and Communication and the Political Process.



Once again, the musical talents of NSTU members were in full force during the Thursday evening's banquet and kitchen party.

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For over 50 years Johnson has been helping members of preferred groups and associations get more from their home and auto insurance coverage. As a member of **NSTU** you'll get access to additional savings and discounts, extensive coverage, AIR MILES® reward miles, 24/7 claims service, and so much more. It's just our way of showing you how much you mean to us.

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The NSTU Group Insurance Program —An Overview for New Members

The NSTU Group Insurance Trustees would like to advise that if you are a new NSTU member and have a term, probationary or permanent contract, you are eligible for benefits under the NSTU Group Insurance Plan. Please review the information below carefully to ensure you enroll on a timely basis and receive the benefits you wish and are entitled to as a NSTU member.

The NSTU, through the NSTU Group Insurance Trustees, offer excellent coverages to active members of the Nova Scotia Teachers Union. Hopefully, this article will provide some useful information with regard to the coverages available.

Employer Cost-Shared Benefits You Need to Enroll In

Total Care Medical

The Total Care Medical Program is a comprehensive supplementary health care program available to all active Public School Members, APSEA Members, and Community College Members and the premium is paid 100 per cent by the employer. This program provides prescription drug coverage under age 65, semi-private hospital room, vision care, paramedical services, including physiotherapy and massage therapy, and many other benefits as outlined in the

Group Insurance Profile you will receive. **This benefit is not automatic.** You may apply for this benefit at any time provided you are actively at work.

Total Care Dental

Similarly, the Total Care Dental Program provides comprehensive dental care coverage to NSTU members. Total Care Dental includes Basic Preventative Services, Major Restorative Services, and Prosthodontic and Orthodontic Services. The employer cost shares 65 per cent of the Basic and Major Restorative premiums of the Total Care Dental while the member pays 35 per cent for Basic Preventative and Major Restorative premiums, plus 100 per cent for Prosthodontic and Orthodontic premiums. **This benefit is not automatic.** You may enroll in the NSTU Total Care Dental Program once per year before October 15th. Also, new members have 31 days from the receipt of their new member package to enroll. If you do not enroll within 31 days of the receipt of your new member package, coverage will not be processed until the following September.

The current member cost for the Total Care Dental Plan is as follows:

Public School/APSEA Members

Single - \$16.92 per month – Difference paid by the Employer
Family - \$35.80 per month – Difference paid by the Employer

Community College Members

Single - \$18.66 per month – Difference paid by the Employer
Family - \$39.40 per month – Difference paid by the Employer

Coverage for both the Total Care Medical and Total Care Dental will take effect first of the month following receipt of application.

Automatic Coverage for Every New Member

Provincial Master Life Insurance

A \$50,000 term life policy is available to all active Public School Members, APSEA Members, and Community College Members. A Dependent Life benefit of \$3,000 for your spouse and \$1,500 for each eligible dependent child is also included in this coverage. The premium for this benefit is 100 per cent paid by each employer, therefore, there is no charge to the member for this coverage. It is very important that you designate a beneficiary and a contingent beneficiary for your Provincial Master Life Insurance.

Provincial Master Accidental Death & Dismemberment Insurance

As part of the Provincial Master Life Insurance coverage, a matching \$50,000 of insurance is included for Accidental Death & Dismemberment (AD&D).

As well, under the Provincial Master AD&D Plan there is a \$2,000 Critical Illness benefit for you, the member. This benefit provides a one-time lump sum tax free payment that may be payable, if you are diagnosed with one of the following critical illnesses: Heart attack, coronary artery by-pass surgery, stroke, life threatening cancer.

Long Term Disability

Effective August 1, 2014, the NSTU Long Term Disability Plan is mandatory for all members. However, if you have 35 years of pensionable service, less your accumulated sick leave, you will be exempt from the long term disability plan but you must notify Johnson Inc. As well, if you are 64 years of age and have enough accumulated sick time to reach your 65th birthday, you may also be exempt from the long term disability plan.

This coverage provides a benefit based on 70 per cent of your gross monthly salary at the time your claim commences. This is a taxable benefit as the employer contributes to the cost of the premium.

The Long Term Disability benefit is integrated with the Canada Pension Plan. The qualifying period before benefit payments would commence is the greater of 90 calendar days or your accumulated sick leave. When you are in receipt of long term disability benefits, members continue to accumulate pensionable service as contributions by both the member and employer are required.

The NSTU Long Term Disability Plan is cost-shared with the employer at 50 per cent.

Hospital Cash

A Hospital Cash benefit is provided to all active NSTU members. This coverage is a daily benefit of \$20.00 to an insured member when the member is in a hospital

and under the care of a physician. This benefit will be paid from the first day of hospitalization, if hospitalized for at least four days. The premium for this coverage is paid 100 per cent by the NSTU Group Insurance Trust Fund.

Resilience® – Employee and Family Assistance Program

Resilience® is an Employee and Family Assistance Program for active NSTU members who have a permanent, probationary or term contract. Through Resilience®, members can reach a team of experienced counsellors from Homewood Health™ who will listen to the issue, offer sound advice and help you create an action plan to address issues. This program also provides Plan Smart and Career Smart Services which includes Childcare and Parenting Caregiver Support Services, Elder & Family Care Services, Legal Advisory Services, Nutritional Support, and many others. The premium for this program is paid 100 per cent by the NSTU Group Insurance Trust Fund.

CAREpath – The Cancer Assistance Program

All active and retired members of the NSTU are eligible to use the services of CAREpath. The CAREpath navigation system is a service provided by the NSTU Group Insurance Trustees. If you, your spouse, or eligible dependent children suspect having cancer, are diagnosed with cancer, or living with cancer, CAREpath is ready and able to provide support, guidance and answers. The premium for this program is paid 100 per cent by the NSTU Group Insurance Trust Fund.

Optional Coverages Paid By Members

There are a number of optional benefits available to NSTU members that provide the opportunity to purchase additional insurance coverages through payroll deduction, such as, Optional Group Life/Spousal Insurance, Voluntary Accidental Death & Dismemberment, MEDOC® Travel Insurance, MEDOC® Trip Cancellation/Interruption Insurance, Voluntary Critical Illness Insurance, and Home/Auto Insurance. These coverages are 100 per cent paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile.

This is a brief overview of the benefits detailed through the NSTU Group Insurance Program. Full details of your NSTU Group Insurance Program are contained within the Group Insurance Profile, which you should take the time to review carefully.

Once you receive your new member package or should you have any questions with regard to the above, please do not hesitate to contact Johnson Inc. at (902) 453-9543 (local) or 1-800-453-9543 (toll-free).

myresilience.com



Resilience®

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

Counselling Services

Stress
Marital /Family
Separation/Divorce/Custody issues
Alcohol and Drug Abuse
and more. . . .

Plan Smart and Career Smart Services

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

Depression Care Services

Provides assistance for individuals suffering from certain types of depression

Wellness Sessions

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

Access is Easy!

1-877-955-NSTU (6788)

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

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

On-line access at: www.myresilience.com

resources

media
LIBRARY
@LRTS

Digital
Resources
for
Teachers

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

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

Science Videos from the Media Library!

The following videos are available in DVD format for \$1.62. Go to <http://bit.ly/1Xh26cz> to order or email us at mediadub@ednet.ns.ca.

Changing Phases of Matter (14 min.) Science 4-6

In this program, students will witness how a substance, such as water, can exist in several dramatically different phases. Easy-to-understand examples illustrate how phase changes occur. Additional concepts and terminology: states of matter, particles, solid, liquid, gas, plasma, melting, freezing, vaporization, boiling, evaporation, condensation, and sublimation.

Describing Matter and Its Properties (14 min.) Science 4-6

Matter is everywhere around us. This colorful video uses everyday examples to illustrate how matter is described, observed, and measured. Additional concepts and terminology: mass, weight, volume, density, hardness, texture, shape, flammability, size, and physical and chemical properties of matter.

Investigating Chemical Reactions (14 min.) Science 4-6

From cooking food to enjoying the warmth of a fire, we use chemical reactions every day. This exciting video highlights the major characteristics and types of chemical reactions. Additional concepts and terminology: reactants, products, physical and chemical changes, chemical equation, reaction rate, and indicators of chemical reactions.

Weather Around Us (14 min.) Science 4-6

This program introduces students to some of the fundamentals of weather including air pressure, wind, and moisture. The basic principles of cloud formation and precipitation are explored. Important terminology includes: heat energy, atmosphere, troposphere, sun, local winds, global winds, humidity, water vapor, evaporation, condensation, and precipitation.

Weather On The Move (14 min.) Science 4-6

This video program investigates some of the key elements responsible for weather formation. Different types of air masses and their origins are investigated, as are the formation of weather fronts. Specific weather phenomenon including tornados, hurricanes, and thunderstorms are illustrated in detail. Other important terminology includes: air mass characteristics, warm front, cold front, low pressure, storm surge, cumulonimbus clouds, and lightning.

Weathering and Erosion (14 min.) Science 4-6

This program illustrates the everyday, real-life processes of weathering and erosion. Easy-to-understand examples of weathering help students differentiate between the processes of mechanical and chemical weathering. Vivid footage of processes such as freezing, thawing, condensation, and rusting help students grasp how weathering works.

In Matter: Atoms, Elements and Chemistry (60 min) Science 4-6

This series of 19 animated episodes introduces viewers to matter and atoms and includes segments on the properties of matter, chemical reactions and the periodic table.

In the Clouds: Air, Weather and Water (60 min) Science 4-6

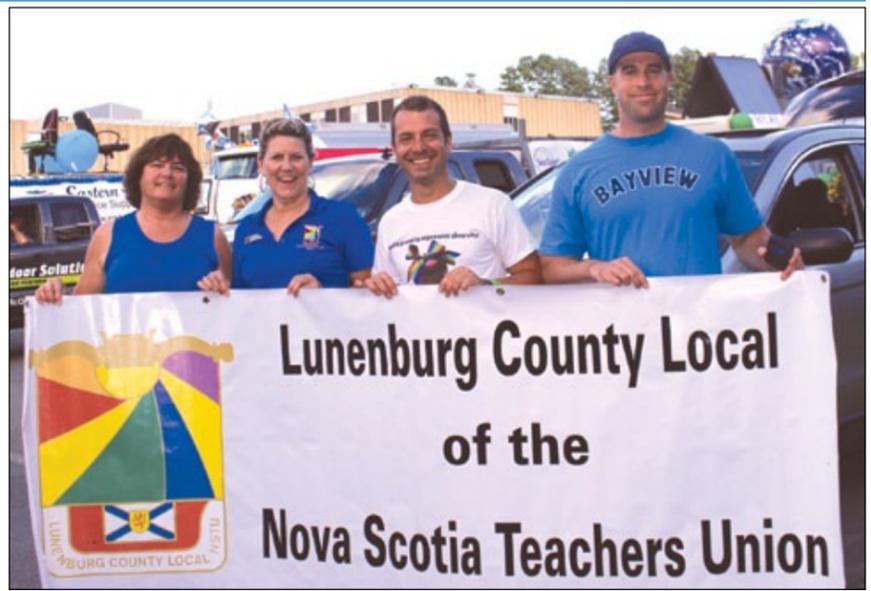
This series of 19 animated episodes reveals the wonders of water and how it moves and includes segments on the atmosphere, cloud formation and regional weather changes.

In the Body: Organs, Health and Nutrition (60 min) Science 4-6

This series of 21 animated episodes takes you inside the amazing machine that is the human body and includes segments on organ systems, how cells survive and nutrition facts.

In Force: Gravity, Friction and Work (60 min) Science 4-6

This series of 18 animated episodes presents the laws of motion and includes segments on reacting to two or more forces, unbalanced forces and simple machines.



NSTU president Shelley Morse joined members of the Lunenburg County Local for the Annual South Shore Big Ex parade on July 29. She is shown with Lunenburg County Local president Carole Hipwell, treasurer Alex Oickle and first vice-president Marc Breaugh.

NEW DEALS & DISCOUNTS

FOREVER HEALTHY – Yarmouth location only - NSTU members receive a **50% discount on the initial assessment**. The initial assessment is a computerized sensitivity screening of 200 foods and environmental items. NSTU membership identification is required. This discount cannot be combined with any other discount. For more information on Allergy Elimination treatments and other services provided, visit www.foreverhealthy.ca call 902-881-4865; email holly@foreverhealthy.ca, <https://www.facebook.com/ForeverHealthyYarmouth>, or visit 238 Main Street, Yarmouth.

HOUSE OF AUTO DETAILS - Nova Scotia's only 100% chemical free interior Detailer's. **We offer 15% off all our services to all NSTU members**. Including Krown Rust Control, Aquapel treatments, Auto detailing (including shampooing). House of Auto Details, 9 Symonds Road, Bedford, N.S. B4B 1J5; phone 902.404.1500; website www.houseofautodetails.ca. Contact: Natalie Frederick-Wilson natalie@houseofautodetails.ca

ROACH CHIROPRACTIC AND LASER CENTRE - located at 1160 Bedford Highway, focuses on spinal health and the treatment of subluxations, pain, nerve damage, work related injuries, auto injuries, and sports injuries. Regardless of your age, size, fitness level or condition, we tailor our treatment programs to your individual needs. We understand that patients expect the best care, an honest assessment and true concern for their health. Our mission is to touch the lives of as many people as possible through the highest quality chiropractic care so they can achieve and maintain their optimal health potential naturally without drugs and surgery. **We are pleased to offer all NSTU members a complimentary consultation (\$85.00 value)** which includes orthopedic and neurological testing, range of motion assessments, doctor consultation as well as a full health history. Call **902-404-3828** or visit www.roachchiropractic.com for more information and to book your appointment today.

STAPLES
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Tech for Less

<p>Microsoft Surface Pro 3 1597876</p>	<p>hp Pavilion Mini PC 1548838</p>
<p>Microsoft Arc Touch Bluetooth Mouse 1550871</p>	<p>Apple TV 639849 Authorized Reseller</p>

\$20 off
When you spend \$100 or more on any Tech

Offer valid in-store only until September 30, 2015. Full redemption necessary. No cash/credit back. Coupon has no cash value, and cannot be used in conjunction with other coupons/offers. Minimum purchase must be met, excluding taxes. Not valid with self-serve services, Canada Post products or computer rentals. Coupon must be submitted; no facsimiles accepted. Limit: one (1) coupon per purchase per customer. Offer valid in Nova Scotia only.

STAPLES

Developing Successful Schools 2015: Cognitive Coaching for Educational Leaders

From July 6 to 9, a group of educational leaders from across Atlantic Canada converged on the campus of Mount Allison University in Sackville to learn together under the direction of John Clarke for Developing Successful Schools (DSS). Clarke is counsellor, teacher and principal and a Training Associate for Thinking Collaborative who works with school districts to create long term PD plans aimed at student success, enhanced teacher practice and organizational success.

This year, the NSTU worked with NSTU Local presidents in encouraging attendance to this conference. This summer, seven NSTU members attended the conference.

DSS, sponsored by the NSTU, New Brunswick Teachers' Association, Prince Edward Island Teachers' Federation, Newfoundland and Labrador Teachers' Association and the New Brunswick Department of Education and Early Childhood Development is an annual program for administrators in Atlantic Canada. Sessions focus on current research in education and are experiential in nature.

NSTU members interested in applying for funding for this program are encouraged to work through their school board's Article 60 committee. *The deadline for applications for the 2015-16 school year is in early June 2016.*



(left to right): NSTU executive staff officer Debbie McIsaac, Darcel Williams-Hart (Halifax County), Nicki Eikelenboo (Colchester-East Hants), and Jane Sweeney (Digby). Back row: Grant Dunn (Yarmouth), Michael Smith (Shelburne County), Ken Fells (Halifax County), and Vida Darnell (Lunenburg County).



For detailed information on individual businesses in our Deals & Discounts Program for our NSTU Members (including RTO Members) - go to www.nstu.ca and click on Communications and then Deals & Discounts.

Engaging tomorrow's voters: The Student Vote 2015

Are you a teacher and want your students to participate in the 2015 federal election?

With **Student Vote 2015**, organized by CIVIX, students participate in a parallel election and vote for actual election candidates using authentic election materials.

When you register your school, you will receive a campaign package customized to your school's needs, including:

- Activity resources
- Campaign posters
- Election operations manual
- Ballot boxes
- Voting screens
- Riding maps
- Ballots

During the 2011 federal election, approximately 560,000 students in over 3,000 schools participated in Student Vote.

An independent evaluation confirmed that Student Vote increases two factors that help students exercise their right to vote once they turn 18.

1. interest in and knowledge of politics and democracy
2. sense of civic duty

Be part of Canada's biggest civic education program this fall!

Register by September 30, 2015

studentvote.ca

classifieds

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

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

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

IS RIVER CRUISING ON YOUR "BUCKET LIST"? We at AlmonTravel (www.almontravel.ca) can advise based on personal experience with the following: European River cruise (Main, Rhine and Danube), Portugal (Douro), Southern France (Rhône and Saône), Egypt (Nile), China (Yangtze) and American Queen Sternwheeler (Mississippi). Contact Danny (danny@almontravel.ca) or 902-431-4932 or 855-902-4937. For best options, book a year in advance.

DESTINATION WEDDINGS - Is a Destination Wedding and exotic honeymoon with family and friends something someone close to you has dreamed about? Savings can be as much as 70% less than an at-home wedding. AlmonTravel (www.almontravel.ca) has experience working with 115 couples from across Canada. Contact Danny at danny@almontravel.ca or 902-431-4932 or 855-902-4937.

HOME FOR SALE/RENT - Urban oasis! 3-bedroom, granite, hot tub, fireplace. Craigmore Drive. <http://propertyguys.com/property/index/id/88335#> Call 903-495-6817.

FOR RENT - Florida Condominium for rent fall 2015 in Estero (near Naples) - Owned by Halifax couple. Beautiful community includes pools, golf, tennis, nearby beaches and shopping. Tropical climate. Enjoy great Florida weather at reduced rates during this quieter season. Email pmccallum@hfx.eastlink.ca for details.

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

Or email submissions to aviso@nstu.ca

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

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

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

Original pictures or images related to submitted content are appreciated.

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

Fall – Mind Up for PD

Winter – Innovative Teaching and Learning in Our Schools

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

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

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

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

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

Les photos/images originales reliées aux soumissions sont appréciées.

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

Automne – Pleins feux sur le PP

Hiver – Enseignement et apprentissage innovateurs dans nos écoles

Printemps – Élargir la perspective de la compétence transculturelle