

Who will be the next NBTA Vice-President?

**Inside:
Candidates'
Statements**



**March 2015
Election Supplement**

This spring will see candidates visiting as many schools and Branch/Rep Council meetings as possible, expressing their views and seeking input from teachers. Teachers and administrators should welcome candidates and take advantage of opportunities to discuss issues with them. We encourage teachers to access the NBTA website, which features contact information for all candidates and links to learn more about them.

Candidate Information can be found at www.nbta.ca



George Daley



Karla Roy



Jacques Theriault

**Voting for all members
electronically at
www.nbta.ca**

**Monday, April 20 at 6:00 am -
Friday, April 24 at 4:00 pm**

On Back:

**Voting Eligibility,
Procedures and
Confidentiality**



George Daley — Statement

With Teachers - For Teachers



George Daley

Over a decade ago I declined a request to let my name stand for the VP election. I had a young family and knew I needed a broader base of relevant experience. My fervent dedication to teaching, that noblest of professions, has given me this necessary foundation. So it is at this time, when so much more is expected of our profession, that robust leadership is essential to its future. I am confident that I am now prepared to provide such leadership and have decided to accept a nomination for VP.

I am married to a teacher, and our four children are currently engaged at all levels of schooling. As a 12 yr teacher and 6 yr Administrator, with a meaningful involvement with many local and provincial associations, boards and committees, I have gained invaluable insight and perspective. Consequently, these leadership roles have developed my strengths in analytically dealing with both routine and tough issues. A fellow Board member acknowledged this recently saying, "George, I think you would be good for education and

teachers. You say what needs to be said, when it needs to be said, and you do it respectfully and concisely."

I ask you to visit my website for a detailed resume and statement at www.GeorgeDaley.ca

The role of NBTA President is the public voice of teachers via the NBTA / NBTF. Those who have worked with me know how deeply I respect the role and institutions. The VP / Pres. must adhere to the policies and directives of the Boards. If eventually elected to that role, I promise to always hold true to that principle while actively engaging the membership in the following areas.

Teacher Welfare – My primary focus! We need to publically support teachers. We must foster the public view recognizing teachers as the Professionals in education, sharing their everyday excellence. Public expectations of the profession must be fair and reasonable. Increasingly, schools and teachers are expected to address, and promptly fix, all the perceived ills of society. This perception serves no one well.

Additionally, we must strengthen **Policy 703** to protect our membership from verbal, physical and electronic abuse. Public broadcasting used to require a license from the CRTC. Now, with a keystroke, our members can be slandered, harassed etc. We must demand policy changes that hold such offenders, their parents and the service providers accountable.

Inclusion – The prevailing ideology, in many of its current manifestations, ironically, does not do justice to its intent. Many vital student

needs cannot be addressed within the current concept of the regular classroom, or indeed, school system. I will vigorously initiate this critical and complex discussion.

Amalgamation – Have there been savings which resulted in better service to students or are they devoured by bureaucracy and increased travel costs? Was it worth it?

Student Services – Simply put, now more than ever, we need School Psychologists! Teachers alone cannot deal with these student needs.

New teachers – They need practical support and tools to survive, so they can develop the confidence and skills for the ever-changing demands.

Administration – The review process must be more enlightened so Administrators are only removed for proper cause. Many Administrators choose silent acquiescence for fear of losing their positions. School leaders must be free to lead.

Pension Reform – We must not abandon efforts to reestablish the penalty-free 87 age-service-index.

Negotiations – The next President-Elect assumes office in the midst of negotiations. Our current provincial fiscal state suggests a difficult round. It will take a strong spokesperson to effectively gain/maintain public support. I believe my leadership experience, education and strategic approach make me the best candidate.

www.GeorgeDaley.ca

Karla Roy — Statement

Experience • Dedication • Commitment



Karla Roy

I am honoured to have been nominated to let my name stand for NBTA Vice-President. I am a mother of two, a Grade 3 teacher at Park Street School in Fredericton, Branch 1826 Director on the NBTA Board of Directors, NBTA Elementary Council Past-President and serve on the NBTA Curriculum Committee.

I have many years of leadership experience, filling numerous positions within the NBTA: Branch Director, Branch Alternate Director, Branch President, Branch PD and PD Co-Chair and 21st Ad Hoc Committee member. I have also filled numerous roles on the NBTA Elementary Council; President, Vice-President, Secretary and Institutes Coordinator. I have taken on various leadership roles within my school and have worked with organizations and departments on educational issues to

enhance student learning. I have the experience to be an effective leader as the Vice-President of the NBTA.

Most importantly, I am a teacher concerned about the future of our children, our education system and province. Our schools and classrooms are being cut every year of the necessary resources required to be effective so we can teach every student to their full potential. I believe that we need to be using our resources more effectively, so that Inclusion can be successful for all students. We are piloting more programs, assessments and resources every year, while we try to provide a UDL-rich classroom for our students.

As teachers, we feel the brunt of this every day and it is wearing the majority of us out. We are left to 'make do' with cuts to our classrooms, schools and districts. As a result, the effects of 'too much while having too little' is hampering student learning to its full potential.

The priorities are many in our schools.

- **Lack of necessary resources to successfully implement Inclusion** - Some examples of resources are Psychologists, Speech Therapists, School Intervention Workers, Educational Assistants, teaching resources, assistive technology, Autism Support Workers, and the list goes on. We need more of these resources used effectively to enhance the success of Inclusion in our schools.

- **Working Conditions** - I hear concerns from teachers about the number of meetings after school, lack of prep time, numerous assessments and increased teaching load. Teachers need ample time to plan, mark and write report cards and meet with all individuals involved with their students.

- **Classroom Composition** - Our classrooms are becoming more diverse. We have multiple academic levels, behavior issues and medical problems in one classroom. We need the necessary resources, so that all students can be successful.

- **French Second Language entry point** - Let's not change the entry point for the sake of changing it. We need data to inform us which is the best starting point for student learning.

- **PowerSchool and PowerTeacher** - Will soon be rolled out in your district. It is important that technology and teacher training is successfully implemented for its success.

As I make my way across our beautiful province, I hope to visit as many schools as possible, attend Branch meetings and talk to teachers. I want to know what the issues and concerns are in your classroom. I am committed to working for teachers so our voice can be heard and we have an effective education system to enhance the future of our province. I ask for your support to make this possible.

 @KarlaRoy12

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Jacques Theriault – Statement

Leadership • Experience • Passion



Jacques Theriault

ABOUT JACQUES THERIAULT

I teach at Loch Lomond Elementary School in Saint John. Over my career I have taught at Middle school and High School. Additionally, I have extensive experience in a variety of Leadership Roles:

- NBTA Executive Committee
- NBTA Board of Directors
- NBED Curriculum Consultant
- NBTA Assessment Committee
- NBTA Branch Resolutions Chair
- NBTA 0820 Branch Director
- Atlantic Provinces Education Foundation Resource Chair
- UNBSJ Men's Volleyball Coach
- Chair of the Greater Saint John Youth Work Readiness Committee and Teen Resource Centre
- Coordinated the creation of *Youth-City.net*
- Former Member of Enterprise Saint John steering committee for *Open for Business*
- Community Volunteer

INSIGHTS

Working with teachers over the years at the branch and provincial level has allowed me the opportunity

to gain insight of what is important to **teachers**. The following are my views on the immediate issues with our profession.

Salary - Government's recent changes to our pension has made it so that salary is foremost in the thoughts of teachers. The only way to increase pension is to increase **Career Salary Average**. We need to preserve our retirement allowance and sickness benefits.

Classroom Composition - Inclusion has had a direct impact on teacher workload. We need to ensure that resources and supports are in place **before** special needs students arrive in our classes. Class size needs to reflect classroom composition.

Work/Life Balance – Teachers of varying experience all speak of exhaustion as they struggle to meet the demands of differentiated instruction in an inclusive class with limited resources. Instructional time is impacted as well as family time. Today's classroom endeavors to provide equal opportunities for all children to succeed but it should not come at the sacrifice of our **WORK/LIFE BALANCE**.

Supply Teachers – Our association needs to improve services and support of Supply Teachers, especially in the areas of communication and representation.

Student Attendance – This is a priority at all levels in our system. Teachers and Administrators are frustrated and concerned about the inability of the system to effectively address this issue. Student absence impacts directly on teacher workload.

GOING FORWARD

The NBTA's strategic plan has four key priorities:

- Strengthening relationships
- Enhancing working and learning environments
- Promoting and supporting public education and the teaching profession
- Professional stewardship and responsibility

As part of the leadership team that helped to develop this action plan, I am **passionate** to be a part of its implementation and continued development. As changes occur in our system, this framework must grow with input from teachers. **Improving communication with members of the NBTA is a key to providing a professional and valid vision for our association.**

Next year we will be preparing for negotiations. It will be **important to safeguard current benefits while seeking improvements to our contract. We need to ensure that the views of all Teachers, including Supply Teachers, are represented in the presentation of our negotiation package.**

During my career I have taught in schools at all levels. I have had the opportunity to visit many schools in our province to support, to celebrate and to provide professional learning opportunities for Teachers. As a classroom Teacher, I have represented our education system, inter-provincially, nationally, and internationally. **VOTE THERIAULT** and I will listen to you and carry your concerns forward. We have many challenges ahead. I am **committed** and **passionate** about enhancing our teaching profession. I have the **experience, leadership** and **skills** to serve Teachers as the next NBTA Vice-President. I ask for your support and vote this April.

Connect

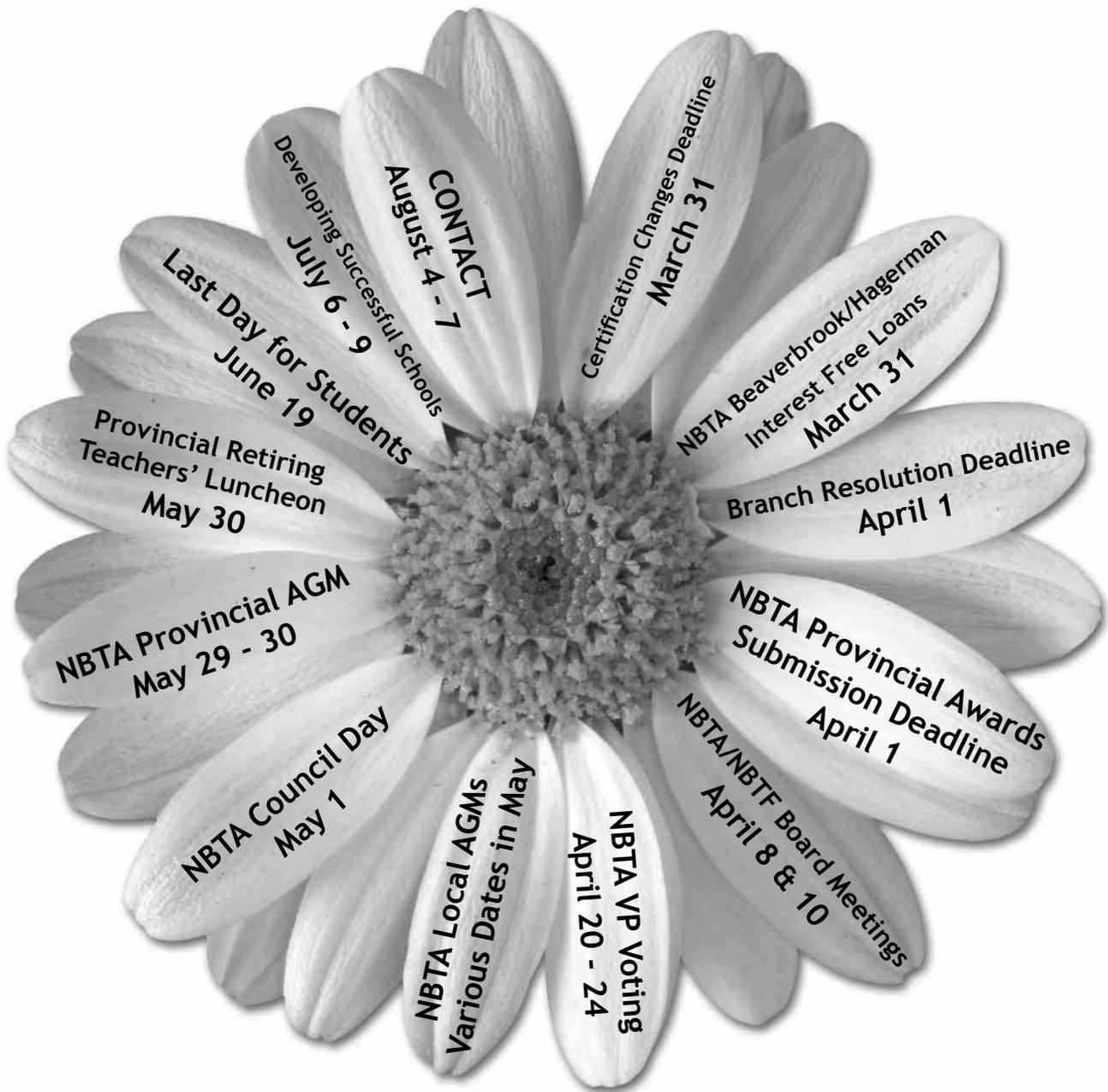
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A Busy Spring & Summer for NBTA Members



Teacher Exchange: Wanting the Maritimes!

Barbara Hennessy of Fort Erie, Ontario, is looking for a teaching exchange year in the Maritimes. Barb teaches at a Catholic school and therefore the incoming teacher must be also a Catholic. She currently teaches grade three at St. Philomena Elementary School. But she is willing to teach any grade from one to six and has many years experience and outstanding references.

Barb is single and offers a two bedroom/two bathroom home overlooking the lake for accommodation exchange for the year.

Please contact Carol Wilkins at cwilk@ceef.ca or (705) 739-7596 if interested, or for additional information. Canadian Education Exchange Foundation



CANADIAN EDUCATION
EXCHANGE FOUNDATION
FONDATION CANADIENNE
DES ECHANGES EDUCATIFS

Interest-Free Loans for 2015-2016 School Year

Up to \$1,500.00 in any one school year shall be made available to statutory NBTA members who are on leave and improving their professional qualifications through educational programs. Application forms are available on the NBTA website (www.nbta.ca) under Resources > Forms.

Further information may be obtained by contacting Melinda Cook by email at melinda.cook@nbta.ca or by phone (506) 452-1839.

**The application deadline for
2015 - 2016 is:
March 31, 2015**

Save the Date!

Developing Successful Schools Conference (DSS)

July 6–9, 2015 — Mount Allison University

This conference is designed for educational leaders from the four Atlantic Provinces. Join us for significant professional learning and networking among current and aspiring administrators.

Institute Resource Person

John Clarke has facilitated programs that promote the development of enhanced teaching practice, the creation and maintenance of positive and successful school cultures and the establishment of quality work environments. He has been a trainer, facilitator and presenter for schools, school districts and professional organizations across Canada, the United States and Australia for 25 years.

John is a Training Associate for Thinking Collaborative (www.thinkingcollaborative.com), offering “Adaptive Schools” and “Cognitive Coaching”[®] Seminars to schools, school districts and organizations. John also, presently, works with school districts to create long term professional development plans aimed at student achievement, enhanced teacher practice and organizational success.



Special Qualifications

John has over 30 years experience as a counselor, teacher and principal at the Junior and Senior High School levels. He holds a Master's Degree in counseling psychology.

Cognitive Coaching[®] for Educational Leaders

The mission of Cognitive Coaching[®] is to produce self-directed persons with the cognitive capacity for excellence both independently and as members of a community. Research indicates that teaching is a complex intellectual activity and that teachers who think at higher levels produce students who are higher achieving, more cooperative, and better problem solvers. It is the invisible skills of teaching, the thinking processes that underlie instructional decisions, which produce superior instruction. Cognitive Coaching[®] is a research-based model that capitalizes upon and enhances teachers' cognitive processes.

In the seminar, participants learn how to:

- develop trust and rapport
- develop an identity as a mediator of thinking
- utilize conversation structures for planning, reflecting and problem resolving
- develop teachers' autonomy and sense of community
- develop higher levels of efficacy, consciousness, craftsmanship, flexibility and interdependence
- apply four support functions: coaching, evaluating, consulting, collaborating
- utilize the coaching tools of pausing, paraphrasing, and posing questions
- distinguish among the five forms of feedback
- use data to mediate thinking

These sessions will be a continuation of the Cognitive Coaching work offered in 2014 but will be tailored to also provide powerful, “quality added” thinking and skills for educators who are attending for the first time (or who were unable to attend last year)” This work focuses on building capacity and enhancing practice.

CONTACT

(Conference on New Techniques and Classroom Teaching)

August 4 -7, 2015 at UNBSJ

Theme: Waves of Change – Oceans of Opportunity!

This conference is designed for teachers of any stage or role from the four Atlantic Provinces.

CONTACT is a regional conference sponsored by the Atlantic provinces' teacher organizations – the Newfoundland and Labrador Teachers' Association, the Nova Scotia Teachers Union, the Prince Edward Island Teachers' Federation and the New Brunswick Teachers' Association.

This year CONTACT is hosted by the New Brunswick Teachers' Association and will once again provide an opportunity for teachers from Atlantic Canada to come together to share ideas, reflect on experiences and celebrate all that is best about teaching.

Voting will Take Place Electronically

April 20-24, 2015

at www.nbta.ca

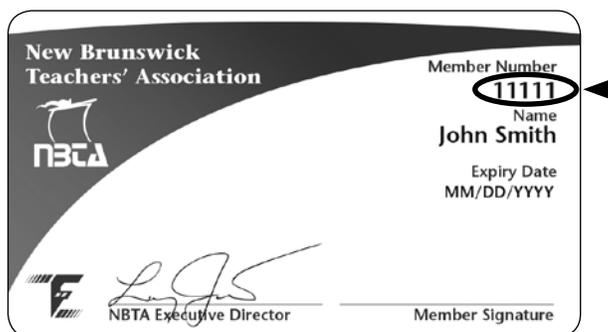
New Brunswick Teachers' Association
 650 Montgomery Street
 P.O. Box 752, Fredericton, NB
 E3B 5R6

Place Label Here



You will need your NBTA Member Number to vote. Please have it ready

Your member number is located on the blue member card shown here:



Who can Vote?

- NBTA Statutory (Contract) Members, including all those on maternity leave and any other teacher on leave who has paid at least 1 day of dues in the current school year.
 - NBTA Casual Members (certified supply teachers) who have (worked) paid dues at least one day during the current school year.
- *Note:** Individuals must have appeared on a dues printout by April 15th.

Who Cannot Vote?

- **Teachers who have not updated their electronic NBTA membership this school year cannot vote.** To register select "2014-15 Registration" from the "Membership" box at www.nbta.ca or contact carlene.merrick@nbta.ca.
- NBTA Statutory (Contract) Members on leave, other than those on maternity leave, who have PAID NO DUES to the Association during this school year.
- All Substitute Teachers on Local Permits.

How to Vote?

- Go to the website at www.nbta.ca
- Click the Election 2015 icon as shown above
- Click to: Learn More Information about the Candidates OR Proceed to the Voting Process.
- If you proceed to vote, enter you NBTA member # and your birthdate.
- Confirm your identity.
- Choose a candidate.
- Confirm your vote.
- A screen will tell you that your vote has been submitted.

*The process, although explained in detail, should take less than two minutes to complete.

**Once a teacher has voted, their member # will be blocked out and they will be unable to vote again. However, a teacher can quit the voting process at any point prior to the "CAST YOUR VOTE" Step and start again at any point during voting week.

Confidentiality of the Vote

All administration of the voting occurs off-site through an external service provider.

NO individual has access to the individual votes.

During voting week, the NBTA Executive Director will receive updates on the percentage of the membership that has voted, BUT no access to the amount of votes for each candidate.

Release of Voting Results

After 4pm on Friday, April 24, NBTA Executive Director Larry Jamieson will be informed by the off-site administrator of the vote totals. Mr. Jamieson will then inform the candidates of the results. As soon as the candidates have been informed, an e-mail of the results will be sent to NBTA Branch Presidents and Directors for distribution to the membership through School Reps. An announcement will also be placed on the NBTA website at www.nbta.ca.

Election results by branch will be published in the June issue of the *NBTA News*.

