



NBTA

news

NEW BRUNSWICK TEACHERS' ASSOCIATION

January 15, 2003

Vol . XLV, No. 5

The Scraba Report — Opportunity Knocks

by Jim Dysart, NBTA Deputy Executive Director

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The Scraba Report, titled *Schools Teach - Parents & Communities Support - Children Learn - Everyone Benefits*, has hit the education system of New Brunswick like a bomb shell. Elana Scraba was asked to research some of the differences between the education system in Alberta and that of New Brunswick with a view to explaining the differences in PISA results. The Report, prepared for the Minister in April and released following study by the Department in December, analyzes a series of interviews with education officials and others in Alberta and New Brunswick. Scraba then extracts a series of themes from each set of interviews and does an anecdotal comparison of the two views of education.

In her summary, Scraba characterizes the Alberta system as coherent, cooperative, and balanced, with high expectations, long-term planning and lots of parent and community support for excellence. In contrast, the New Brunswick system is characterized as one with dedicated and committed professionals who need more support, a system rampant with change to the point of instability, having major resource issues surrounding our inclusionary policies and immersion, and a low level of testwriting skills of students.

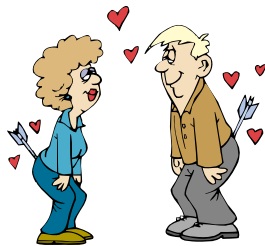
Are the PISA cohorts in AB and NB the same?

Interviewees in Alberta indicated that the PISA cohort (student group), who began school in 1990, had the best the Alberta system had to offer. That cohort got through the system prior to the more recent budget cutbacks which have hit Alberta. Interviewees questioned whether more recent cohorts in Alberta could have done as well.

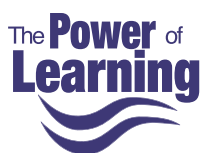
By contrast, the NB PISA cohort did not have the benefit of kindergarten, which was not available until 1991. Further, the NB PISA cohort was progressing through the system during a time when major reductions in staffing, major shifts in governance policy, major changes in curriculum delivery, and major cuts in resources for curriculum delivery were the norm. From 1991 to 2000, nearly 1000 teaching positions were cut in New Brunswick, the result of which was the removal of any flexibility for school or district officials to respond to unique geographical or pedagogical situations in the province.

These cuts were in a critical timeframe when kindergarten was introduced, inclusionary policies were being nurtured, immersion programs were expanding, and technology was

Happy Valentine's Day



February 14th



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Check out the website at
www.nbta.ca.

Click on Pensions, Board of Directors' Minutes, PD,
plus much more!




being developed rapidly throughout the system. Teachers, described by Scraba as “dedicated, professional, well-trained, with a long history of educational leadership”, were becoming increasingly more frustrated with the lack of support to provide those services they knew students needed to succeed.

The massive loss of teachers created a situation where class sizes had to be maximized wherever possible. Planning in early spring for the fall session was virtually non-existent because teaching assignments could not be finalized until September, or in some cases, October.

Scraba did not deal with the comparison of resources available in Alberta and New Brunswick as a measured comparison, but did recognize the need for additional resources to respond to some of the issues raised regarding major initiatives in New Brunswick.

Immersion — Good or Bad?

Scraba noted the major impact *Policy 309* (French Second Language Delivery) has on the overall system of New Brunswick.

Several recent reports have indicated that Immersion tends to create a natural stratification of students at any given grade level. This impact is exacerbated by the move to maximum class sizes at the elementary and middle levels, reducing the flexibility of directors and superintendents in responding to the very difficult class composition issues in the core French classes. Were it possible to maintain some level of quality and diversity of instruction in the core French classes, many parents may choose to keep their students in the core program.

Scraba suggests that our current model of French Immersion creates real and perceived inequities in the system. She states: “The problem is not immersion per se,” but the impact it has on student grouping and the subsequent disproportionate diversity of needs in the core classrooms. She recommends immediate assistance to respond to these class composition issues. Further, she recommends closer working relationships between

teachers in the core classrooms and teachers of immersion classes.

That is to say, immersion per se is neither good nor bad in the context of the *Scraba Report*. There are some significant concerns with its impact on scheduling, and on the grouping of students.

The Importance of Inclusion

The first theme chosen by Scraba for categorizing New Brunswickers’ comments was that of inclusion. In it she does not limit comments to the inclusion of intellectually and/or physically challenged students, but also those exhibiting severe behaviour disorders.

Scraba points out that while the legislative requirements for services to children with special needs are similar in Alberta and New Brunswick, the approaches taken to delivery of these services is based on different philosophies. In Alberta “the goal is to maximize learning. Policy stresses responses to special needs that enhance learning, but the school is responsible to decide how best to organize to meet the children’s needs.” By contrast, Scraba characterizes N.B. *Guidelines in Integration* as “more directive about how schools should operate than is the Alberta policy”.

Opportunity Knocks

The *Scraba Report* is the first document in recent years to provide an unfiltered analysis of concerns expressed in our school system. Many of her observations are blunt, some are divergent, and others reflect a fundamental difference of philosophy. But the report does provide an alternate and independent view of some of the major concerns expressed about the way we provide services in New Brunswick. The view is independent, but not without a strong influence of Scraba’s personal philosophy of education.

Whether one agrees that our services should, or can, mirror those in Alberta, or whether you feel there must be an assessment mentality developed in our system, the report and the current high level of interest in education provide an opportunity for all stakeholders to collaborate and plan a coherent program for

delivery in New Brunswick ... New Brunswick solutions for New Brunswick circumstances based on New Brunswick values.

All will agree that we must proceed to plan for the overall system in a coherent and organized fashion. We have to stop looking for quick fixes and attaching blame. We must find the resources, both human and material, to match our “competition” in other jurisdictions, and what is more significant, to enable teachers in our system to do what our legislation, policies, and philosophies say we will do.

We must also decide what our system should be doing and find ways to communicate our successes in those areas of educational endeavours which are not measurable by test scores.

We must seize this unique opportunity to strengthen and stabilize our system.

Author’s Note: This is not intended to be a complete summary of the Scraba Report. The report contains comments on numerous other aspects of education in Alberta and New Brunswick, as well as a number of recommendations for the Minister to consider. The author has chosen a cross-section of comments and conclusions from the report to indicate the scope of the discussion and the depth of our challenges. Readers are encouraged to look at the full report. It can be found on the NBTA website: www.nbta.ca - Other Categories - What’s New.



ISSN 0317-5227

NBTA News is published ten times a year.

Opinions expressed are those of the authors, not necessarily the NBTA.

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President's Message

"The Times... They Are 'A Changin'!"



Mary Wilson

Welcome back to school and Happy New Year! I hope that your break was relaxing and refreshing. My holiday was wonderful. Our three children, plus our new daughter-in-law, came home to help us celebrate.

This was our second year to have an artificial tree and I couldn't help remembering that my daughter, who has issues with change, had a difficult time last year accepting the fact that we no longer had a "real" tree. Change is more difficult for some than for others. It seems to be, however, the one thing in education that is constant. How do you handle it?

Dawson Murray used to tell the story about a teacher who called him all upset saying: "They want to transfer me... I've taught grade 1 for 30 years and now they want to transfer me... can they do that?" Now Dawson was, of course, very supportive and he said: "No, they can't just transfer you. Where exactly is it that they want to transfer you to?" And she said: "Grade 2."

Change can definitely be scary and I understand that teachers, just like my daughter, like the feeling of security and safety they get from the status quo, but always approaching change with a negative attitude can be very stressful. It's hard work to hang onto the way things were and takes real effort to pretend that change just isn't happening. Woody Guthrie says that you might as well try to milk a dead cow.

When I consider the changes that have occurred in my lifetime (and that's a pretty long time), it boggles my mind. As a little girl, I would never have imagined the Internet, web pages, cell phones, e-mail, voicemail, Power Point, and fax machines. I must admit that the first time I sent a fax, I copied the page first so that I would keep a copy of it in my files. Silly, right? Times have certainly changed. George Burns often spoke about his difficulties getting used to the changing times, citing that he remembered "when the air was clean and sex was dirty".

I believe that I have been truly fortunate to have had plenty of change in my teaching life. My work experience includes regular and special education, school administration from elementary to high school, and 4 years at District Office. This is the sixth building in which I have worked as an educator and I think that one of the reasons that I continue to love being a teacher is that I have had the opportunity for change in my career. Yes, it has often been challenging, but mostly rewarding, rejuvenating and invigorating.

Not all change is bad, you know. Now, you must understand that I'm not talking about the "constant educational change and experiment" described in the *Scraba Report*. I am referring to the unavoidable, routine change that is common in schools, and the fact is that opportunities for you to make changes in your work life in the next few years will be limitless. With so many retirements (which in itself is a huge change), you

may decide to change schools, room or grade assignments or subjects taught. The possibilities will be there. I hope that you will begin thinking about change as an adventure instead of an ordeal. You may want to read more about the change process in the book *Who Moved My Cheese?*

I hope you received my letter of congratulations before Christmas concerning the *Scraba Report*. Although the report was extremely negative about our education system, Elana Scraba called New Brunswick teachers "dedicated", "professional", "well-trained", "talented" and "hard-working". Once again, you have every reason to stand positive, passionate and proud in your profession.

The Federation Committee on Terms and Conditions of Employment (FCTCE) met during the week of December 9th to establish an Asking Package for the next round of negotiations. The package will go to the Board of Directors at their February meeting for review and then out to the membership for input.

The Government Budget was tabled in the legislature in December. Of course, we'll have to wait for the estimates, but so far it looks almost like a "status quo" budget. We'll have to wait and see.

I'll end with best 2003 wishes. Hope you are smiling out there! Happy New Year to my Canterbury pals!

Happy Valentine's Day ♥



Teachers' Institute on Canadian Parliamentary Democracy

Sponsored by the Library of Parliament

Snoozing at the Lord Elgin Hotel, dining at the Parliamentary restaurant, touring the Senate, the Supreme Court, the House of Commons, Rideau Hall, meeting members of parliament, senators, clerks, and high commissioners, while experiencing democracy in action, all in one exhausting week in Ottawa — that is what the Teachers' Institute on Canadian Parliamentary Democracy can offer you!

This jam-packed week of activities for social studies and history teachers from across Canada was held in Ottawa, November 4-9, 2002 to provide teachers with the opportunity to question, meet and dine with those who make laws and govern this vast country.

Four New Brunswick teachers were treated to a wonderful week of



Leo Sheehy (Dist. 2 computer mentor), Janet Crawford (Bathurst), Hon. Peter Milliken (Speaker of the House of Commons), Marilyn Matthews (Dist. 2), Richard McTavish (Fredericton High)

activities including a magical evening dining at the Hall of Honour in Centre Block on Parliament Hill, meeting N.B. Senators Rose Marie Losier-Cool, Joe Day, Viola Leger, and Members of Parliament Yvon Godin, Charles Hubbard, Andy Scott, and Elsie

Wayne, as well as NDP leader, Alexa McDonough, and Alliance member, Deborah Grey. All these personable, political figures were willing to share their colorful stories of life on the Hill, and their work on behalf of all Canadians.

In addition to all this, we were provided with a wealth of resources to ship home (too much to carry) to use in our schools as we share this valuable experience with our students.

So next April, when you see the application for this Institute for Teachers in Ottawa, take the time to fill it out because it is, indeed, worth the effort!

*Marilyn Matthews
Caledonia High
Hillsborough*

The Fun of Reading: International Forum on Canadian Children's Literature

In 2003, the National Library of Canada will celebrate its 50th anniversary. As the centrepiece of the anniversary celebrations, the Library will host the Fun of Reading: International Forum on Canadian Children's Literature. The Forum — an international conference and a constellation of engaging cultural activities for young people — will take place in the National Capital Region, with affiliated events happening across Canada, from Thursday, June 26, through Sunday, June 29, 2003.

Its purpose is to promote Canadian children's literature in its full cultural, linguistic and regional diversity and to strengthen the presence of this literature in Canada and on the international stage.

The Forum will bring together, for the first time, all the partners whose efforts support Canadian literature for young people: the writers, illustrators and storytellers who

create it; the translators, publishers, teachers, librarians and booksellers who bring the books to children in Canada and abroad, young Canadian readers and their families;



Canadian literature specialists from Canada and other countries; and literacy groups, policy-makers and the media.

To extend the Forum into the community, the Library plans to develop partnerships with other libraries, federal cultural agencies, local arts festivals and cultural

organizations, government and the private sector to offer public activities such as storytelling, plays, concerts, readings, children's exhibitions, and films for young people. While most of these activities will take place in the Ottawa-Hull area, the Library will promote associated activities across Canada by digital and other means.

On April 2, 2003, as part of International Children's Book Day, the International Forum will be formally launched at the National Library of Canada, and a special page on the NLC website (www.nlc-bnc.ca/forum) will be inaugurated. From now through June 2003, this page, frequently updated and expanded, will provide information on the Forum. Interested parties can also e-mail the Forum (forum@nlc-bnc.ca) to be placed on the Forum mailing list.

Provincial Physical Education Conference: “Remember When...Again” - Huge Success!

The "Remember When...Again" conference on Health, Physical Education and Recreation, held November 8 & 9, 2002 at UNB. The organizing committee would like to thank the conference partners: New Brunswick Physical Education Society, the Department of Education, and the NBTA Councils. The now annual event was deemed a very successful Professional Development opportunity. Over 180 delegates ranging from K-12 teachers, recreation and health professionals and university students took advantage of the opportunity to meet, share ideas and attend the 26 sessions that were offered at the conference. Sessions dealing with such topics as: teaching fundamental skills, dance, safety guidelines, specific programs for health and physical activity, high school athletics, team building hints and activities, legal liability issues, integrating math into P.E., middle level gymnastics, student leadership



Left to right: Garth Wade - conference co-chair, Heather Neilson - Dist. #18, Diane Hoyt - conference co-chair, Lynn Randall - UNB - Faculty of Education, Norm Russell - Dist. #17, Bill Jarratt - Oromocto Leisure Services, Keith McAlpine - Dept. of Education, Jason Thorne - Sport, Recreation & Active Living, Shannon Ward - Dist. #17 (absent from photo - Odette Comeau-Lavoie - Public Health Nurse - Dist. #18)

and Innovative Community use of schools kept the delegates active for the one and one-half-day event. Giving professionals the opportunity to get together for such an event certainly gives strength to the strong support for P.D. provided

by the conference sponsors. The conference co-chairs, Diane Hoyt and Garth Wade, would like to thank the Department of Education, in particular Robin Roe - Assistant Deputy Minister, and Keith McAlpine - Provincial Consultant; the NBTA Councils and their Presidents - Hazel Lane-Coates, Heather Palmer and Randy Hunter; Nancy Roach - NBTA; and the New Brunswick Physical Education Society - Norm Russell and Garth Wade for their support for this event.

Planning is already underway for the 2003 *Remember When* event. The committee is tentatively looking at November 6 and 7, 2003. The committee is always looking to enhance the event. If you have thoughts, suggestions for sessions, etc., the committee would like to hear from you. Please email: garth.wade@nbed.nb.ca



Provincial Safety Document session - presenter - Keith McAlpine, Prov. Consultant for P.E.



Participants showing their dance steps during the dance session (Step Lively) - presented by Norm Russell, District #17

2002-2003 Pre-retirement Seminars

Pre-retirement seminars will be held in the following locations:

- January 25 - Bristol, Carleton North Senior High •
- February 8 - Saint John, Simonds High •

The following guidelines should be noted for participation in these seminars:

1. Applications will be accepted on a first-come, first-served basis.
2. A registration fee of \$3.00 for each participant must accompany the application; however, cheques will not be cashed until after the workshop.
3. All participants must pre-register.
4. Travel and accommodation costs are the responsibility of the participant.
5. A nutrition break will be provided free of charge.
6. Questions relating to these seminars should be directed to:
 Larry Jamieson
 Director of Teacher Welfare Services
 New Brunswick Teachers' Association
 P.O. Box 752
 Fredericton, N.B. E3B 5R6 (Tel. 452-1722)
7. Any interested teachers are eligible to attend.
8. All workshops begin with registration at 8:30 am and sessions at 9:00 am. until 1:00 p.m.
9. Detach and return the registration form as soon as possible.

PROGRAM

- Teachers' Pension Act
- The Canada Pension Plan
- Pension Records (will be available at meeting if possible)
- Pension Calculations
- Old Age Security
- Retirement Allowance
- Pre-retirement vacations
- Deferred Salary Leave Plans
- Financial Planning for Retirement:
 - RRSPs
 - Annuities
 - Registered Retirement Income Funds
- Individual Consultations

**PLEASE NOTE: YOU WILL RECEIVE
CONFIRMATION WITHIN ONE WEEK
OF CONFERENCE.**

REGISTRATION FORM - NBTA PRE-RETIREMENT SEMINARS

Please accept my application to attend the NBTA Pre-Retirement Seminar to be held on (check one):

Date of Seminar

Deadline for Registration

____ January 25- Bristol, Carleton North Senior High

January 17

____ February 8 - Saint John, Simonds High

January 31

Name of teacher: _____ S.I. No. _____

Mailing Address: _____ Dist. _____

____ Name of Spouse (if attending) _____

No. of pension years you will have accumulated to June 2003 _____ Certificate Level: _____

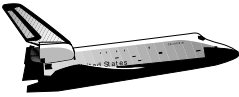
Are you planning to buy back time? _____ If "yes", how much time? _____

Do you have Responsibility Allowance? Yes _____ No _____ If "yes", contact your payroll officer at your District Office and have your last 5 years' salary history faxed to Karen Vautour, 453-9795.

I am enclosing a cheque in the amount of \$3.00 / \$6.00 (please circle one) to cover the cost of registration; nutrition break, and materials to be supplied. Please make cheque payable to **New Brunswick Teachers' Association**.

Signature: _____

Please note that by signing this registration form you hereby authorize the NBTA to obtain information from the Public Service Employee Benefits Division pertaining specifically to your pensionable service records. This information will be utilized to prepare your individual pension estimates for retirement purposes only.



Science East On Tour

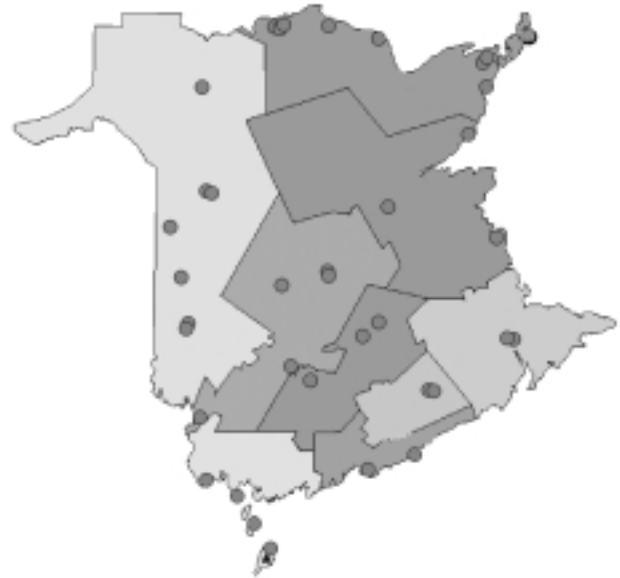


Has your school hosted Science East's Touring Exhibit? We deliver all over NB. If you'd like your students to share this science experience, call 457-2340 for information about booking or visit our web site at www.scienceeast.nb.ca

Science East Is Getting Around...



Travelling exhibit set up in school library in Edmundston.



Wow! I can't believe I did that.



We get by with a little help from our friends in Bathurst.

DEADLINE DATES

- Centennial Award Nominations•
- Branch Resolutions for AGM•
- Registration of AGM Delegates•
- Aliant Telecom Award for Excellence in Teaching•

APRIL 1, 2003



What's New About Examining Student Work?



By Nancy Roach
Director of Professional Development
roachn@nbnet.nb.ca



It may come as a surprise to many teachers that there is so much being written in educational journals

about the concept of examining student work. Big deal, you might say... teachers have been examining student work since the beginning of time.

True, but the usual purpose for looking at assignments, writing, or projects that students have completed is to evaluate it in some way, to 'mark' it, as we say. It is frequently the final step in the teaching/learning process.

A new ASCD Video series presents the concept of Examining Student Work for an entirely different purpose, using a protocol to create an opportunity for a team of teachers to observe, reflect and share strategies that will ultimately improve their teaching.

Examining student work with this purpose involves looking, listening and reflecting. One teacher on the team presents a piece of student work upon which he/she would like some feedback. He might be seeking feedback related to the instructions that were given prior to the assignment, the degree of thinking skills the work required, information related to the student's learning disabilities or any other aspect of teaching and learning that the student-piece might yield.

In what is called a 'Tuning Protocol' (i.e., to fine-tune teaching), the team goes through a series of steps that involve presentation by the teacher, clarifying questions, reflection, general discussion by the team (wows and wonders as observed by the teachers), and responses from the presenting

teacher. Rich dialogue that consists of 'warm' and 'cool' feedback (praise and suggestion) is non-threatening and allows a teacher to see new ways that he/she might approach this teaching and assignment the next time. Participating teachers can be from the same grade/discipline or cross grade/subject.

Imagine the benefits to everyone on the team when a group of K-5 teachers examine a piece of Grade 4 writing using this protocol. Or the insights acquired when a team of high school teachers examine a multi-media project completed in a Grade 10 Social Studies class.

Not all staffs will be ready for this kind of professional growth activity. However, if you are lucky enough to belong to a staff that already has discussions about the 'craft' of teaching, who regularly engages in sharing strategies and who values ways to improve what you do, you might find this process of examining student work to be stimulating and rewarding

For more information visit www.lasw.org (Looking at Student Work), borrow the video series from the NBTA Resource center, or call me. I would love to share more information.



Need an Idea?
Plan a
Shareshop
I have
promoted the
concept of a

Shareshop (as opposed to a workshop) several times in this column. In late November I had the opportunity to benefit from the many ideas shared in a Shareshop session at the Leadership Forum co-sponsored by NBTA and NBCEA. It was a wonderful positive experience and everyone went home with possibilities ...ideas that could be borrowed and adapted from what had been shared.

We heard **John Tingley** tell about the 'Caught in the Act' program where students were given disposable cameras and challenged to catch their peers doing something good or kind. **Dawn DeCoursey** shared the *Garden Creek "Creeker Card"* which is distributed by both teachers and peer helpers for acts of kindness. Even the teachers can be nominated for 'helping'.

Rod Campbell told us about the *Roots of Empathy* program being piloted in his district. **Allison Spray**, a parent from Albert Street Middle School, shared that the teachers there are now wearing 'uniforms', green vests with the school crest. Using Mini Mysteries as part of regular class activities, starting the day with Morning meetings, a principal who emails his staff every Sunday evening...there are too many to mention here. All the ideas were tried and true, and they were shared with a sense of both humility and pride.

Teachers have wonderful ideas. Why not plan a Shareshop for one of your next PD days?



Literacy,
Literacy,
Literacy

With the focus
on literacy

reaching astronomic proportions, it is no surprise that the entire November issue of **Educational Leadership** is devoted to Reading and Writing Across All Content areas. Every article is worth reading...but I forced myself to select a few. *Seven Literacy Strategies that Work* should be required reading for teachers at all grade levels. The High School in San Diego that experimented with implementing all seven strategies experienced significant improvement in their achievement scores.

Putting Gel Pen to Paper focuses on

integrating writing strategies across the curriculum with Middle Level students.

Aren't These Books for Little Kids? is a great example of the powerful effect that picture books can have if used properly with adolescents. The author used them to teach a unit on war, and she includes a list of appropriate books that can be included.



Let the Show Begin!

Everyone loves a school musical. Kate Lewicki's article *Satisfying Multiple Intelligences and Diverse Talents Through Musical Theatre* (Middle School Journal November 2002) will be of interest to Middle School teachers in general, or anyone associated with theatre arts. It includes a true story of her school's annual musical as well as sources for scripts for Children's Theatre and a list of resources for getting started.



Asperger's Syndrome

An interesting article by the same name, subtitled *The Invisible Disability* appears in

Professionally Speaking (December 2002). New Brunswick teachers will find the approach taken to meet the needs of students with Aspergers Syndrome in the Peel District School Board in Ontario to be most interesting. We could take some lessons from the model.



A Stress-Free Week

Sounds like a great idea, doesn't it? Or an impossible dream? I enjoyed reading about the efforts of a

Californian High School Leadership class who have successfully implemented a Stress-Free Week each January at start of second term (*The Education Digest* November

2002). They take great pains to include teachers' suggestions for reducing teacher stress that week, too! A great idea!

Welcome back to a new year. It may not be stress free, but I hope the holidays were restful and that you have returned with a positive frame of mind. As always, I encourage you to seek out something new for this new term...try a new instructional strategy, team with a colleague for a unit, invite a beginning teacher to your classroom, plan to attend a PD event/conference.....set a positive tone and work to maintain it.

Happy 2003!



Teachers' Investment Groups

After a six-month retirement from my position as NBTA's Director of Teacher Welfare, I have returned to offer all teachers, retirees and their families an opportunity to join one of our teacher investment groups being established in six different regions of New Brunswick.



Mike Springer



At these investment groups, you will learn:

- how to understand the variety of options for early retirement and still have a great pension.
- how to withdraw funds from your retirement allowance and pay significantly less tax.
- how to create an investment portfolio while improving your cash flow.
- how to achieve preferential tax treatment on your investment portfolio.
- how to reduce tax from each and every pay cheque.
- how to convert your mortgage so that interest on the debt is tax deductible.
- how to withdraw from your RRSP and neutralize any income generated on the withdrawal.
- how to implement these concepts and many others to improve significantly your financial wealth.

If you would like to obtain a free membership to one of our investment groups, have a presentation done for interested staff members at your school, or have a private consultation at no charge, contact:

Mike Springer
249 Kimble Drive, Fredericton, N.B.
E3B 6Y1
Tel. (506) 472-9474
Email: Springmp@nbnet.nb.ca
Fax (506) 454-3895,
Armstrong Financial Services
(Saint John)

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Women in Educational Administration

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Tenth Anniversary Celebration and Workshop

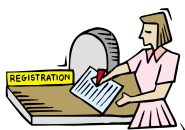
**Thursday Evening, April 10 & Friday, April 11
Fredericton Inn, Fredericton**



Agenda



Thursday, April 10



7:00pm

On-site Registration

7:30pm

Remarks by New Brunswick's own **Sally Rehorick**,
Chef de Mission at 2002 Olympic Games

PLUS

Conversation Centres on current educational issues

9:00pm

Networking, refreshments and prize draws

Friday, April 11



8:30am

On-site Registration

9:00am

Workshop

12:00pm

Lunch (included in registration fee)

Annual General Meeting



1:30pm

Workshop resumes

3:00pm

Wrap-up



	<p>Leadership: Lessons from Literature "Opening the Book on What Lies Inside Us" Facilitator: Beverley Park Director of Professional Development, Newfoundland/Labrador Teachers' Association</p>	
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**An opportunity to grow, be inspired, meet colleagues, and celebrate:
Professional Development At Its Best!**

**** A block of rooms has been reserved for April 10th at the Fredericton Inn at a special rate of \$72.00 plus HST. Please call 455-1430 to make your reservation before March 1st and get a \$15.00 rebate on the price of the room****

REGISTRATION

Early Bird registration on or before March 1:

\$20.00

Registration after March 1:

\$30.00



Name: _____

Address: _____

Postal Code: _____

To register, please make cheque or money order payable to W.E.A.-N.B. and send with registration form to:



Terri MacLean
NBCEA
Faculty of Education
UNB Bag Service #45333
Fredericton, N.B.
E3B 6E3



School-Based Learning Team Grant Recipients



by Nancy Roach, NBTA and Mark Holland, Department of Education

The first awards for the School-Based Learning Team Grants, a pilot project being jointly sponsored by the New Brunswick Teachers' Association (NBTA) and the Department of Education (DOE) have been announced.

Forty-eight schools submitted applications for the grants, 19 from elementary schools, 15 from middle level schools and 14 from high schools. A joint NBTA/DOE Selection Committee perused each application and all Committee members were impressed with the thoughtful applications and the desire of so many teachers to come together, work as a team, and meet a particular challenge related to an aspect of student learning.

Grant Recipients



After a full day of deliberation, the following grant recipients were announced:

- **Florenceville Middle School** — *Approaches to Student Evaluation;*
- **George Street Middle School** — *Examining Weaknesses in Student Spelling;*
- **James M. Hill Memorial School** — *Improving Formal Essay Writing;*
- **Leo Hayes High School** — *Literacy Levels of Native Students;*
- **Millidgeville North School** — *Hands-On Science Experiments;*
- **Rexton Elementary** — *Matching Students to Appropriate Reading Text;*
- **Superior Middle School** — *Numeracy Skills in Second Language.*

(It should be noted that the seventh (7th) award to Superior Middle School was an additional award funded by the NBTA Middle Level Council who donated funds specifically for an additional Middle School award).

Honourable Mentions

Because there were so many strong applications, the Committee identified a number of schools for an

Honourable Mention category. We have listed these schools and topics below, not only to acknowledge their excellent applications, but to provide information for other schools about the topics that teams had chosen to address; **Albert Street Middle School** — *Increasing French Conversation in Grade 7 Immersion;* **Bernice MacNaughton High School** — *Demand Writing, Representing and Poetry;* **Douglas School** — *Writing and Editing Skills, K-2;* **Harbour View High** — *A Token Economy System;* **Minto Memorial High** — *Applying Mathematical Formulae;* **Perrth-Andover Middle** — *Enrichment Clusters;* **Seawood School** — *Geometry and Its Application;* **Simonds High School** — *Classroom Learning Centres;* **St. John the Baptist/King Edward** — *Using Math Games to Develop Math Strands in Grades 1-2;* **St. Rose School** — *Math: Improving Skills and Attitudes;* and **Tobique Valley High** — *Student Assessment.*

General Strengths of Applications

In general, the applications which received grants were highlighted by the following characteristics:

- A specific learning outcome was focused in the application.
- The application may have been tied to the general school improvement plan, but was not merely a restatement of the school's plan.
- The Learning Team had thought about how they would organize their learning time.
- Some thought had been given to how the team would evaluate their success in a recognizable manner.
- Learning Teams who applied represented both previously existing teams and teams that were formed specifically for this learning task. There was no preference given to either model.

General Weaknesses

As one would gather from analyzing the strengths of the applications, weaknesses usually related to applications that were very general in their nature. Because the minimum requirement for the Learning Team's work is 18 hours, the Committee determined that it would be essential for the Team to target a specific learning outcome. For example, generally improving the literacy levels in the K-2 is an initiative in which all schools are involved. A successful Learning Team grant was able to extrapolate some specific aspect of that broader goal for the focus of the Team's work.

Future Grants

Both the Department of Education (DOE) and the New Brunswick Teachers' Association (NBTA) are excited about this pilot project. The Teams will be required to keep a record of their activity and to report on the success of their work. A future *NBTA News* article in the Spring of 2003 will share some of their results. It is hoped that the success of this initial year will encourage both partners to consider re-offering and/or expanding the School-Based Learning Teams Grant Program in the future.

Many thanks to all of the schools who applied. Your commitment to working as a team for professional growth and the improvement of student achievement is to be commended.

New Brunswick
EDUCATION



W.E.A-N.B. Coordinates "Go and Learn" Visitation Program



As part of its 10th Anniversary celebration, Women in Educational Administration, New Brunswick (W.E.A.-N.B.) has coordinated a visitation program for school-based administrators. Co-sponsored by the Department of Education, the districts and W.E.A.-N.B., six (6) administrators have been selected from the 44 applicants who applied to spend two-weeks in Edmonton, Alberta shadowing a school principal. The purpose of the visit is to get a first-hand look at another system and the approach to instruction that takes place in Alberta.

The successful candidates who will be visiting Edmonton sometime

between now and the end of June, 2003 are: Heather Deware, Vice-Principal, Edith Cavell School, District 02; Mildred Urquhart, Vice-Principal, Quispamsis Middle School, District 06; Cynthia Freeman King, Principal, Havelock Elementary School, District 08; Janet Cooper, Principal, Dalhousie Regional High School, District 15; Claude LaBerge, Principal, James M. Hill School, District 16; and Sally Richards, Principal, George Street Middle School, District 18.

The Selection Committee consisting of Rod Campbell, representing Superintendents; Barry Lydon, representing the Department of Education; Joan Somerville,

representing W.E.A.-N.B.; and Nancy Roach, representing the New Brunswick Teachers' Association (NBTA) were extremely impressed with the interest and the credentials of all the candidates. It is hoped that the candidates will be willing to share their insights with colleagues upon their return and will present some of their findings at the annual Fall Professional Development Workshop organized by W.E.A.-N.B.

Pending the outcome of this first "Go and Learn" Visitation Program, W.E.A.-N.B. is hopeful that discussions will be forthcoming which could enable this event to be offered again in the future.

Getting Tax Credit For Council Days

by Melinda Cook, Director of Administration and Finance

This year, after years of supplementing costs for Council Days by drawing on surplus, the Council Coordinating Committee reluctantly increased registration fees. Their reluctance did not stem from concerns with value, for Council Days are national caliber conferences, and a thirty-dollar registration fee is extremely low for a conference of this type. The Coordinating Committee was reluctant to increase the fee simply because teachers must pay all costs associated with Council Days out of pocket.

Some of the costs incurred in attending Council Days may now, however, be recoverable in the form of a tax credit.

Until recently, the Canada Customs and Revenue Agency (CCRA), the agency that administers the Income Tax Act, refused to allow salaried employees to deduct costs for employment expenses. A federal court decision in 1998 led to a change in the CCRA interpretation with regard to convention expenses. Two Alberta teachers, when denied deductions for expenses incurred in

traveling to an annual convention, took the matter to court. In his ruling, the judge found in favour of the plaintiffs, and referred the matter back to the Minister for reconsideration. This



reconsideration led to an interpretation that will allow New Brunswick teachers to claim expenses arising from attendance at Council Days.

Teachers can claim the cost of lodging, a portion of food costs, and a reasonable kilometer allowance on line 229 of their income tax return. According to the CCRA, with regard to food costs, "The most you can deduct is 50% of the lower of the amount you actually paid, or an amount that is reasonable in the circumstances." I believe amounts that would be deemed reasonable would be the government

allowances for meals and mileage.

In order to claim the above-mentioned costs, you must be away from your municipality of residence for at least twelve hours, you must have a form T2200 completed by your employer, and you must complete form T777. These forms are available on the CCRA website, at any CCRA office, or may be obtained by phoning the CCRA. Form T2200 has, in fact, been sent to all district offices, in the hope that we may find a way to expedite its completion. While form T777 must be attached to your income tax return, form T2200 and your receipts should just be retained with your other tax documents. I would also suggest that you keep your registration receipt as evidence of your attendance.

Though educators have always given credit to those teachers who travel from rural areas of our province, spending a night or two away from home, and spending their hard-earned dollars in order to enrich their teaching, CCRA is finally providing them with credit, too.



Laptop Computers In Schools



by **Mike Lushington**

It seems as though the Provincial Department of Education might be providing laptop computers for students in our public schools. Premier Lord was in Maine recently to explore that State's decision to equip all of its grade seven students with them and he indicated that New Brunswick would be considering a similar project. I have three thoughts on the proposal (if, indeed, it can be called a proposal and not just a thought).

The first of these is that anything that helps students to learn more efficiently in this modern world justifies the expense, particularly if it can be demonstrated that it is, in fact, the most effective way to encourage better learning. A computer, which is connected to the Internet, can be a powerful learning tool; no one who has any familiarity at all with the scope of knowledge available at one's fingertips will deny that. But I do have to wonder if, by itself, this step is going to solve our ills in education. My second thought is that it won't.

Before students can become scholars, they have to learn

something about the importance of critical thinking. They have to be able to look at something and determine its worth; they have to be able to probe behind the obvious; and they have to be able to make fundamental but abstract connections between seemingly disparate concepts.

In other words, they have to be able to analyze, to criticize, and to synthesize. We used to consider these the "higher orders of learning", but I am not sure that they are even considered in much of what passes for education today. Having a world of facts before one means nothing unless that student has some ability to evaluate the worth and the relationships of those facts.

We have lost sight of the fundamental importance of critical thinking. There is so much information out there that merely tracking down some of it becomes an enormously time-consuming task. Term papers and reports become patchwork quilts of data, often lifted wholesale from the Internet, with little or no effort on the part of either students or teachers to determine

whether anything has really been learned.

Standardized tests often confirm that students have garnered facts, but they cannot assess whether higher levels of learning have taken place. In the process, we are turning out more students who have computer literacy, but who cannot think for themselves.

Somehow we have to find a way to marry the information explosion of the past few years with the intellectual skills to be able to use that information critically and intelligently. To do less is to produce students who, unfortunately for them and for us, will be little more than animated extensions of the computers they are being so avidly encouraged to use. This is my third thought, and my greatest fear, as I note what is happening in our public schools.

Mike Lushington is a retired school teacher from Branch 1536, Dalhousie, and writes a weekly column entitled "Grains of Sand" for The Tribune.

Genetic Research Contest for High School Students

Students from across Canada are invited to apply to be a Gene Researcher for a week. Qualified students will be selected to spend their spring break in a genetics research lab. And they will be exposed to leading-edge research from Canada's top genetic scientists. Here are 3 reasons why students should apply to the contest:

Cool Technology

While researching the genetic basis of disease, you may be required to work with DNA, RNA, or protein. DNA isolation and purification, gel electrophoresis, sequencing, PCR, SDS-PAGE, and western blotting are some of the exciting techniques that you may perform.

Dynamic Learning Environment

You will spend one week with one of Canada's leading gene researchers. During this time, you will work in the lab with scientists, graduate students, and technicians to plan and carry out your experiments.

We Cover Your Expenses

The selected students will receive a meal and transportation allowance. Students who require air travel will receive a travel bursary, in addition to the meal and transportation allowance.

The contest is open to Grade 11, 12, and OAC students across Canada who demonstrate maturity and a keen interest in genetic research.

To apply, please write a 150-200 word essay describing why you want to be a Gene Researcher for a week.

Submit your essay electronically to dsas@cgdn.ca, or by mail to The Contest, Canadian Genetic Diseases Network, 201-2150 Western Parkway, Vancouver, BC V6T 1V6. Deadline for application is **February 10, 2003**.

What is CGDN? CGDN is an original member of the Network Centres of Excellence program. Our mission is to be the primary catalyst in advancing Canada's scientific competitiveness in genetic research, and the application of genetic discoveries to the prevention, diagnosis, and treatment of human disease. In essence, we are a national network comprised of Canada's leading genetic and medical researchers. You can learn more about CGDN by visiting www.cgdn.ca.

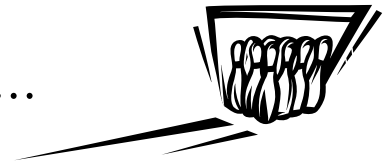
Provincial Bowling Tournament

A "Fun" Event

The 39th Annual NBTA Provincial Bowling Tournament was held October 18-20, 2002 at the Bowlarama Lanes in Saint John West. NBTA President-Elect, Brian Bawn, made the presentation of trophies. The 40th Tournament is planned for Moncton in October 2003.



And The Winners Are...



1st Place Team "Riverview If Only's" (l-r): Brian Bawn - NBTA President- Elect, Don Dawson, Debbie Evans, Doug Geldart, Suzanne Lunney, Nina Geldart and Larry Lunney



2nd Place Team "Kingswood Park" (l-r): Brian Bawn, Dot West, Ed Caissie, Joanne Hart, James Hart, and Jake Grandy



Women's High Average and High Triple was presented to Bev Calabrese by Brian Bawn, NBTA President-Elect



Men's High Average was presented to Marcellin Lurette by Brian Bawn, NBTA President-Elect

Elementary Council News



It is hard to believe that January is here already. Time is going by very quickly this year. Council Day is fast

approaching and we are pleased with the changes that have been made this year.

The site is different, being held at Mount Allison University in Sackville. The Executive recently toured the site and were very excited about what they saw. There will be ample parking for all and rooms are larger and will be able to accommodate more teachers for sessions. Accommodations are being provided for a small fee at the University residences. We will not be having online registration this year. There will also be a change to our usual format with a pre-day session being held in *Social Studies* and a *Make and Take Math* session the evening before.



Prof. John Fielding of Queen's University and primary author of the resource kits "We are Canadians" and "Canadians in the Global Community" will be holding a workshop the day before Council Day.

Lisa Murphy and Theresa Halbot from School District 17 will be holding their *Math Make and Take* workshop the evening before Council Day. More information on

registration for both of these workshops will follow.



Your Elementary Council Executive is excited to inform you that we will be having five keynote speakers on May 2, 2003. Our first keynote, Charles Marcus, will be available for all to hear after morning registration. Charles' message, although global in nature, will personally empower many. He will also follow-up this presentation with two smaller sessions. Miriam Trehearne will also be presenting a keynote of particular interest to lower elementary teachers regarding closing the literacy gap in our schools.



Elementary principals were fortunate enough to hear Ms. Trehearne in St. Andrew's recently and her message was certainly well received! We are excited to be able to have Ms. Trehearne with us in May as her calendar is extremely busy. Many thanks to Darlene Whitehouse-Sheehan and Nelson Publishing for assisting us in making arrangements to have Ms. Trehearne speak to elementary teachers. As well, Miles Turbull from UPEI will be presenting a keynote of interest to Core and French Immersion teachers. To finish off our list of presenters, we have Carol Lesbirel

delivering a keynote on time management, and Bill Howatt will end the day with a message on personal wellness.

There should be something for everyone, so come out and enjoy the day.

The web site has recently been revised and given a new look.

Hopefully the changes will make it easier to surf through our site. Visit us at <http://www.nbta.ca> and follow the links to the Elementary Council.



Thank you to everyone who has been responding to our curriculum surveys. The response has been wonderful. Your concerns will be addressed in our report when it is written in January. Surveys may still be returned until then to the address on the survey or they may be faxed to Lisa Kerr at 446-9437.

St. Andrew's Elementary has been working hard to provide a Positive Learning Environment for their students and staff. Included in this is an anti-bullying policy. Read on to find out more about this school in Miramichi.

It is the hope of everyone on the Elementary Council Executive that everyone had an enjoyable and relaxing holiday.

HAPPY NEW YEAR

Creating a Positive Learning Environment



What we are doing at St. Andrew's Elementary

While what happens in the lives of our students outside of school hours is beyond our control, we are the ones who create and shape a peaceful, positive environment for children during the school day. With this in mind, we at Miramichi's St. Andrew's Elementary have undertaken school-wide initiatives, special programs and community partnerships in an

attempt to create a positive learning environment for our population of 321 K to 5 students.

With the goal of increasing student respect for themselves and others, a school-wide "Respect, Responsibility and Manners" initiative was introduced in support of our positive learning environment last year. Following a staff in-service on the topic, the school belief

statement/code of conduct, "At St. Andrew's, we take care of ourselves, take care of others and take care of this place", was created to provide clear expectations and a unified message for all students. Character education resources were purchased; classroom instruction from teachers and the Guidance Counsellor was undertaken; proper assembly and cafeteria behaviours were practised;

and the “Thought for the Week” in support of the belief statement was introduced. This year, we held a drawing contest in order to develop a logo to represent the school’s belief statement. The “Take Care” logo, which was drawn by a grade 3 student, will now be used for signs, t-shirts and a school flag as visual reminders of what is important to us in our school community. Our long-term goal for the year in support of our “Respect, Responsibility and Manners” initiative is to introduce the “Virtues Project” Character education program to the school. This program, which was recognized by the United Nations as a model program for character education, emphasizes the development of character through the instruction of universal virtues.

In support of our positive learning environment, an anti-bullying initiative was undertaken three years ago. The first year of the initiative focused on a school-wide bullying survey, staff in-service and introduction of methods to increase reporting of bullying. Year two included a second staff in-service and the creation of an anti-bullying policy that involved all stakeholders: students, staff and parents. This policy, which is available in pamphlet form, provides us with a common understanding of bullying, as well as the role we can play in reducing bullying. The primary focus this year is the “Too Cool to Bully” campaign which introduces and reinforces anti-bullying strategies that all students can use to take care of themselves and others. The campaign consists of regular classroom visits from the Guidance Counsellor and “Herbie” the puppet, who shows students how to be too cool to bully or be bullied.

Students are directly involved in our “Too Cool to Bully” campaign through the Peer Helper Program. The Peer Helpers, who are grade 5 students trained in mediation, help keep the peace on the playground by offering other students peaceful solutions to their conflicts. They also take “Herbie” out on the playground and get digital pictures of him doing

activities with students who are too cool to bully. These photos are then displayed in two locations in the school on Herbie’s “Too Cool to Bully” posters. The Peer Helpers also perform anti-bullying role-plays in the school that demonstrate how students can protect themselves against bullying.

Our anti-bullying initiative is also supported through mediations done by the Guidance Counsellor, as well as individual and small group work in anger management, empathy training, assertiveness and friendship.

Both the “Respect, Responsibility and Manners” and anti-bullying initiatives are promoted through a



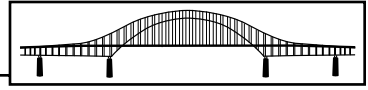
variety of individual, class and school-wide incentives and awards. The “courtesy coupon” program rewards students who take care of others and the school with a coupon that can be redeemed for a prize. The “Irving Mainway Kid of the Week Award” is given on a weekly basis to a student in the school who demonstrates positive behaviour and work habits. On a monthly basis, the “Top Dog Award” is given to a student who takes care of himself/herself, others and this place. The “Making a Difference Award” (M.A.D. Award) is also given once a month to a class that is respectful and responsible. At the school-wide level, a monthly recreational or cultural activity is provided to all students who demonstrate positive behaviour. Together, these incentives and

awards encourage students to “try on” new behaviours and participate in the school belief statement.

In order to create opportunities for success for all students at St. Andrew’s Elementary, we are also working to foster a positive learning environment through recreational programs and community partnerships. We had a very active after-school soccer and cross-country running program in 2002, with basketball scheduled for the winter months. In addition, the student leadership program, which gives grade 5 students the opportunity to coordinate and referee our lunch time intramural program, is back for its second year.

Community partnerships are also making a real contribution to our positive learning environment. The Miramichi Big Brothers/Big Sisters in-school program is very active at our school with 13 matches between community members and students. This program provides those students in need of extra attention the opportunity to have a weekly visit from their buddy. The Miramichi Recreation Department, through its Youth Coordinator, Mary Lynn Jardine, is also very active at our school through two programs: “Girls on the Move” and “Just for Girls”. The “Girls on the Move” after-school program offers female students a chance to get physically fit through games and activities. The “Just for Girls” program, which is offered at lunch time, empowers female students through activities that focus on self-esteem and body image. This year, we have developed a partnership with UNB’s Science and Engineering Department’s “Quest 4” science club for girls’ program. This program is helping to encourage girls to get involved in science through monthly hands-on science activities that are facilitated by female UNB engineering students.

Through our school-wide initiatives, special programs and community partnerships, we are noticing a real change for the better in our school climate as we work towards creating a positive learning environment for our students.



Remembrance Day Around Campbellton Middle School



"Mankind must put an end to war, or war will put an end to mankind."
—John F. Kennedy

The students at Campbellton Middle School went the extra distance this fall to remember the veterans from the

Campbellton area on Remembrance Day. The students held their Remembrance Day ceremony in the school's gymnasium with some very special guests. There were a number of the local veterans in attendance as well as a Scottish piper, army and sea cadets, and parents. Several of the students read poems and stories about the war. *O Canada, God Save the Queen* and wartime songs were sung. Now I know you are all saying, "So what! We do that in all our schools".

Yes you do, and we are so glad you do. This year CMS students decided they would like to do more and they did. Some of the older students took the time to start looking on the Internet for some of the veterans listed on the plaque in our school. These young men were graduates of the old Campbellton High School who had fought and lost their lives in the world wars. The students also put ads in the provincial newspapers to

find out information on the men who they could not find on the Internet site. Another endeavour made by the students and staff was



"Peace Garden"- Staff and students at Campbellton Middle School planted tulips that were sold in memory of a relative or friend who was a veteran.

to sell tulips in memory of a relative or neighbour who was a veteran and plant these in a plot around the school's flag pole. We have named this our Peace Garden. We planted the tulips just before the first snowstorm. It had also been part of the plan to put white crosses

over the tulips that were planted. The students made these crosses in Technology class. They are about 10 inches high, are painted white and have a poppy glued to the front of them. On the back of the crosses are the names of the veterans they represent. Since we had a fair amount of snow, we were not able to put the crosses outside so we instead placed them in every window of our school, which is three stories high. Did it ever look nice! To add still another touch to the school, the cenotaph was placed in the front entrance with the New Brunswick and Canadian flags on either side of it. This area was kept lit all weekend. The CMS students want their community and its war veterans to know that they care and appreciate what the veterans had done

for their families and country. We do remember them now and will continue to do so in the spring when the tulips bloom.

*Submitted by:
Sandra MacCurdy*

"We are all a product of the choices we make"
—Albert Camus (1913-1960)

"Courage is the price that life exacts for granting peace."
—Amelia Earhart



Congratulations!



Congratulations go out to Superior Middle School, recipient of the special Middle Level Council School-Based Learning Team Grant. The teachers on the learning team are Alfred Arsenault, Eric Smith and Lynne Melanson who teach all the students on the Late French Immersion team. The focus of their project is to understand the impact of language on the acquisition of numeracy skills in Late Immersion. The team is attempting to develop strategies that will assist students in the program in developing numeracy skills in French.

Middle Level Council Working for You

Do you have something you want to say about curriculum issues at the Middle School level?

Middle Level Council has a sub-committee whose mandate is to represent your curriculum concerns.

We need your information and opinions to present before the provincial curriculum committee.



Let us hear from you!



Contact:

Sandy MacCurdy, maccusal@nbed.nb.ca

It's coming!!!

Fewer than 110 days until Council Day 2003
Your Middle Level Council Program Committee has already confirmed more than 50 sessions.

- Guidance •Enrichment •Wellness •Leadership Issues •Assessment •School Climate Issues
 - Social Studies •Physical Education
 - Technology •Music •Art •French •Methods and Resources ... and more to come.
- Something for Everyone

Saint John, May 2,
2003



High School Council News



• High School Council •

President's Message



Randy Hunter

Yet another year has come and gone. It is hoped that this message finds you well rested and ready to begin another year of challenges and unforeseen daily endeavours.

On behalf of your High School Executive and myself, I wish you much happiness and success in the New Year and always.

With the beginning of a New Year comes mid-term. A time for preparation, marking, reporting, and decisions that are sometimes very difficult to make. Not enough TIME seems to be the issue that most of us are facing. The decision-makers would have to walk a mile in our shoes to truly understand what it is really like to be a teacher working under such stringent guidelines. I know you have the ability and time management skills to once again accomplish what has to be done and will do an excellent job. Before you

know it, the tomorrow we worried about will be yesterday and gone forever.

In the November issue of *NBTA News*, A Tribute--Ron MacDonald was presented. I received a number of requests regarding donations. The Ron MacDonald Memorial Scholarship Fund for Dalhousie Regional High School has been set up at the Royal Bank in Dalhousie. If you wish to make a donation, you can check with your local Royal Bank.

Council Day is rapidly approaching. Before you know it May will be here. Please try your best to participate in such a worthwhile Professional Development experience. It is your day.

Your program is off to print. Once again, you will be offered a widespread variety of divided sessions and Keynote presentations. Congratulations and thank you to the Program Committee for another job well done. It is truly fascinating how such a huge endeavour can be completed through volunteer time,

team effort and limited resources. You are attending a conference that is truly professional in nature and would certainly stand up to any professional assembly.

Another Keynote speaker has been confirmed. **Charlie MacDonald** from Glace Bay, NS is a retired teacher and motivational speaker. He will be presenting *The Magic of Teaching (Making a Difference in the Lives of Children)*. Those attending the session will leave with a sense of "worth" and a "good" feeling about the tremendous impact they have on the lives of children within their communities.

Your High School Council is meeting again on February 7 and 8. If you have concerns or anything you would like discussed, please feel free to contact me at Randy.Hunter@nbed.nb.ca or by calling Sugarloaf Senior High School at (506) 789-2125.

Keep well, and until next time, Happy Teaching. Have A Wonderful Year!

Introducing Our Executive

Each year we present a biographical sketch of each of our new members on the NBTA High School Council Executive. In this issue, we welcome a new member from Northern New Brunswick.

Shane Hoyt — Originally from Perth-Andover, Shane is a graduate of Southern Victoria High School. He obtained a B.A. majoring in History and Psychology, as well as his B.Ed. from St. Thomas University.

Shane has taught at both the middle school and high school levels for the past eight years. Presently, Shane is teaching Economics, Law and Canadian History at Leo Hayes High School.

Mr. Hoyt is married to Heidi who is a grade two teacher at Marysville



Shane Hoyt

Elementary. They are blessed with two children — a six-year-old daughter in grade one named Riley, plus Symon, a five-year-old son who is presently in Kindergarten. Obviously, Shane spends a great deal of his time with family activities but does find some free time for his interest in woodworking and tackwondoe.

This bright young man adds a fresh new perspective to our council discussions. He is indeed a welcome addition to our executive.

High School Council Awards

Nominate a fellow colleague! Just a reminder that nominations are now being accepted for the possible nine High School Council Teacher Recognition Award Certificates, plus the High School Council Teacher of the Year Award. Deadline for submissions is March 14.

Simply check our website for information required and forward to the Awards Committee chairperson, Judy Comeau, at comeaujua@nbed.nb.ca



Executive Meetings

As of January, our membership can easily access our website at

<http://www.highschool.nbta.ca>
to keep up to date with the minutes of each NBTA High School Council Executive Meeting. We are continually trying to improve our lines of communication, so check this out and stay well informed.



Nominations To The Executive

If you are interested in serving on our executive, simply access our website for an application form, then e-mail us your completed information.

Nominations will be voted on at our May 2 Spring Conference during our business meeting. Check it out! Get involved.



Hopefully, we have all had an exciting yet restful holiday and have charged our batteries for the challenges which come with the new year. Remember to enjoy each day to its fullest!

Sincerely,
Brenda MacPherson
Communications Chairperson
Simonds High School
macphbre@nbed.nb.ca
or Fax (506) 658-4641

Deadlines for submission of news to NBTA News

- February 7 • March 7
- April 4 • May 2 (Newsflash - 4p) • May 30



Tantramar Regional High Recipient of EECOM Excellence in Environmental Education Award

The Dirty Dozen. That's what twelve Grade 9 students were dubbed five years ago as they, along with former principal Bruce MacMillan, science department chair Chris Porter, and Alan Smith, a retired biologist with the Canadian Wildlife Service, returned an abandoned hayfield to a 15-hectare wetland. Alan proposed the idea and Bruce and Chris envisioned an opportunity for students to acquire some unique skills and knowledge. And that's how this Sackville, New Brunswick school of approximately 600 students and 34 teaching staff waded in to what would become a project that attracts the interest of students, biologists and volunteers from all over.

The Dirty Dozen created promotional materials and pounded the local pavement to liaise with the community. With the help of Ducks Unlimited, who undertook the cost of construction, and representatives of the school district and the local community, they planned the site layout and, before long, the site was prepared, the water redirected, and the wetland echoed with the sounds of wildlife - furry, feathered and teened.

Now the Tantramar Wetlands Education Centre epitomizes the potential for turning an environmental restoration project into a movement for biodiversity

education and protection. The school's staff and an enthusiastic annual crew of over a hundred teenage "Wetheads" have developed a wetland education centre complete with classroom, wetlab, walking trails, and signage. More than 40 Wetheads lead programs throughout the school year and work in the wetlands through the summer.

Sustained through community partnerships, the Centre provides in-depth natural history education, ecological monitoring, and hands-on conservation work for K-12 students and teachers. Last year alone, 3000 students visited the site; many of them will remember opportunities such as bird banding alongside wildlife biologists. Other groups, such as bird watchers, are also regularly at the site and volunteer their knowledge and expertise to assist with various programs.

The school's cross-disciplinary programming incorporates annual professional development, peer teaching,



Minister of Education Dennis Furlong visited the Tantramar Wetlands Centre with volunteers or "wetheads". From left to right: Natasha Legere, Angela Cudmore, the Minister, and Leila Emmrys.

and student mentoring. By elevating the profile of wetland conservation through environmental education, the Tantramar program has inspired changes to the New Brunswick curriculum, and has become a valued element of the school and community culture and an important tourist attraction.

The wet lab, an indoor teaching area, plus office and equipment storage area, have been created from a former automotive learning space in the school. This year marks the planning stage for further renovations and to create an interpretive centre in this space. It's another opportunity for students and teachers to engage with the wider community.

So what does a project like this do for students? Apart from the benefits one might imagine accrue from the experiences described, Don McCormack, the current principal, notes that students have a visibly heightened sense of pride and self-esteem. There are students who come from traditional fishing, trapping, or farming backgrounds who can share knowledgeably about a balanced conservationist approach to the environment. And, according



to Don's rough recollection, eight students from the original Dirty Dozen have entered post-secondary biology or related programs, several of them with scholarships in hand.

The Tantramar Wetlands Centre website, created and updated by the students, is: www.weted.com

Teachers are invited to bring their classes to the Wetlands Centre this spring. Programming begins in early May. Contact the Centre at 364-4257 or at the website listed above.

EECOM is a national, not-for-profit organization whose mission is to engage Canadians in learning about their environment. It achieves this goal by enabling teachers in



both the formal education system as well as educators and communicators in all other sectors of Canadian society to 1) work together in ways that nurture environmentally informed and responsible individuals,

organizations and communities, and to 2) improve the quality and effectiveness of their services.

With support from Environment Canada, The Canadian Network for Environmental Education and Communication (EECOM) was formed at an April 1993 meeting held in Merrickville, Ontario. Under the stewardship of the volunteer steering committee, a provisional Mission Statement was adopted, and work began on attracting membership. In May 1995 the first annual meeting of EECOM was held, and a formal Steering Committee elected. Since that time, EECOM has continued to grow and develop its mandate and membership base.





American Institute for Creative Education

Professional Development Seminars

Winter/Spring 2003 — All Courses Earn 3 College Credits

<p>EDU 245 Breathing New Life Into Your Music Curriculum (K-5) Saint Stephen, Milltown Elementary School, 434 Milltown Blvd. January 17/18 & February 14/15</p> <p>EDU 283 Creating Literate Students NEW! St. John, Facility TBA April 11/12 & May 9/10</p> <p>EDU 268 Elements of Effective Teaching Rexton, Facility TBA February 14/15 & March 14/15 Fredericton, George Street Middle School, 575 George St. April 11/12 & April 25/26</p> <p>EDU 244 French for the Classroom Teacher (K-5) Rexton, Facility TBA January 17/18 & February 7/8 Sussex, Sussex Regional High School, 55 Leonard Dr. April 11/12 & May 9/10</p> <p>EDU 243 Guidance for the Classroom Teacher Woodstock, Southern Carleton Elementary School, 282 Rte. 555 March 28/29 & April 11/12 Fredericton, George Street Middle School, 575 George St. May 9/10 & May 30/31</p> <p>EDU 170 Hands-On/Minds-On Science Sussex, Sussex Regional High School, 55 Leonard Dr. May 23/24 & June 6/7</p> <p>EDU 172 Hands-On Math in the Classroom (K-5) Hampton, Hampton Elementary School, 82 School Rd. January 17/18 & January 31/February 1</p> <p>EDU 248 Inclusionary Practices in the Middle School Classroom (6-8) Fredericton, Facility TBA January 17/18 & February 14/15 Dalhousie, Dalhousie Regional High School, 500 Valley View St. April 25/26 & May 30/31</p>	<p>EDU 282 Ideas to Help Enrich a French Immersion Classroom NEW! Miramichi, Harkins Middle School, 301 Campbell St. April 11/12 & May 2/3</p> <p>EDU 186 Music Across the Curriculum (K-5) Plaster Rock, Donald Fraser Memorial School, 231 Main St. January 31/February 1 & February 28/March 1</p> <p>EDU 285 Phonemic Awareness NEW! Moncton, Facility TBA March 14/15 & April 11/12</p> <p>EDU 225 Physical Education for the Classroom Teacher (K-5) Hampton, Hampton Elementary School, 82 School Rd. March 21/22 & April 25/26</p> <p>EDU 222 The Story of Canada: Through Games and Projects (K-8) Saint Stephen, Milltown Elementary School, 434 Milltown Blvd. April 25/26 & May 16/17</p> <p>EDU 281 Using Investigative Methodologies to Teach Mathematics and Science (K-12) NEW! Grand Falls, John Caldwell School, 130 Victoria St. February 14/15 & March 14/15</p> <p>EDU 284 Using Brain Research NEW! Oromocto, Gesner Elementary School, 10 Gesner St. February 21/22 & March 14/15</p> <p>EDU 223 Writing: Developing Student Authors (K-8) Saint John, Facility TBA February 7/8 & February 21/22</p>
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To Register or for More Information
(800) 448-5343
or our website: www.aiceonline.com

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Wellness Highlights

PROFESSIONAL COUNSELLING SERVICE
FOR TEACHERS



TEACHER COUNSELLING SERVICES
Ann Kennedy, Districts 14, 17, 18
1-800-561-1727
Betsy Colwell-Burley, Districts 6, 8, 10
1-800-563-3938
Thérèse Gallant, Districts 2, 15, 16
1-888-763-5050

Districts 6, 8 and 10 wellness representatives get together and share their staff wellness programs with their facilitators.



Reminder

Please forward write-ups and/or photographs of wellness activities happening in your school.

Send to:

**Ann Kennedy,
Coordinator, Professional Counselling
Service for Teachers,
New Brunswick Teachers' Association,
P.O. Box 752, Fredericton, N.B.
E3B 5R6**



The Wellness Program for Teachers

The Wellness Program for teachers includes:

- District Wellness Facilitators who liaise between counsellors and school wellness representatives
 - School wellness representatives who promote and organize staff wellness activities in schools
- This year the focus of the Wellness Program is "Developing a

School-Based Wellness Program" where wellness representatives:

- promote the formation of wellness committees in their schools
- conduct a needs assessment with all staff members in the school
- develop a school-based wellness program based on staff needs
- evaluate the results of the program at year end

- review the results and design or alter wellness activities as required.

We appreciate all the hard work and enthusiasm of our wellness representatives and wellness facilitators who contribute to a more positive school environment for staff. *Thank you!*

—Betsy, Ann and Thérèse

There is a
Power
Among Us...

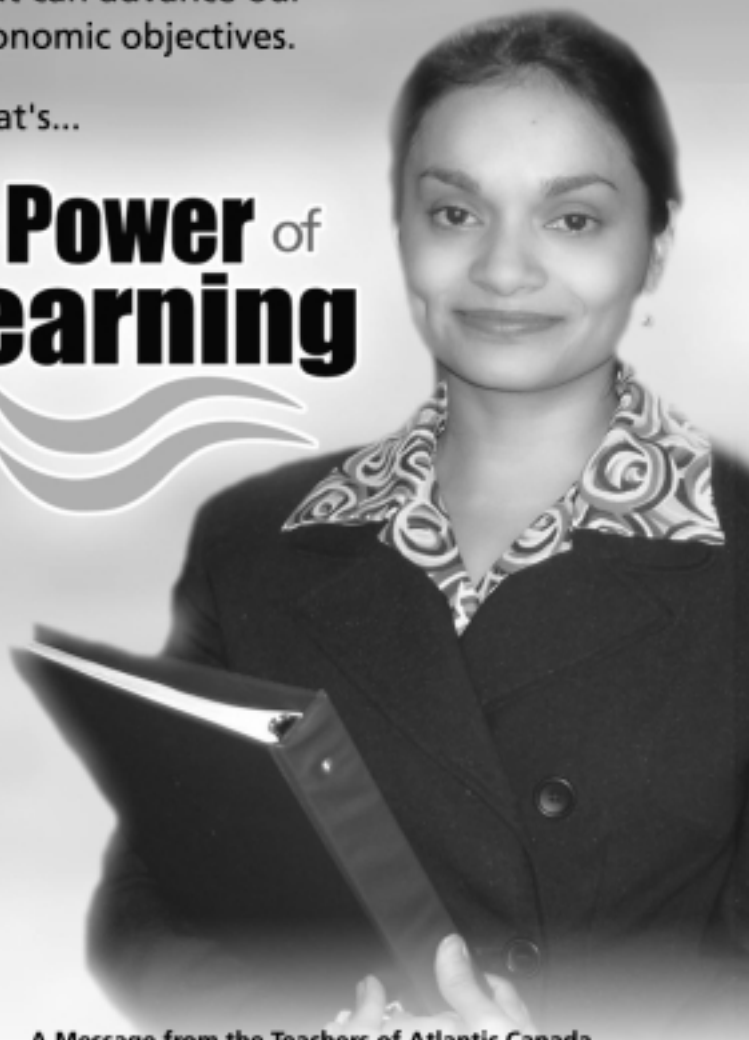
a power that drives our
economy

that supports a growing
modern society

that can advance our
economic objectives.

That's...

The **Power** of
Learning



A Message from the Teachers of Atlantic Canada

Marilyn Boudreau Named Labour Relations Officer



Marilyn Boudreau has been named NBTf Labour Relations Officer. The appointment was made by the NBTf Board

of Directors at its October meeting.

NBTf Co-President Mary Wilson, in announcing the appointment, stated: "Over the last few years, the number and complexity of labour relations cases handled by NBTf staff have increased. The Board created this position to increase the ability of the Federation to serve its members in a timely fashion.

Boudreau has a strong background in teaching and in Federation service. She currently holds a supplementary position of responsibility in the French Department at École Mathieu-Martin in Dieppe. In addition, she serves as Coordinator for the International Baccalaureate program at the school.

Ms. Boudreau has also taught in Quebec schools where she was responsible for such diverse assignments as students-at-risk and drama.

Syndically, Ms. Boudreau has served on several committees for the AEFNB and is currently a member of the AEFNB and NBTf Board of Directors and Executive Committee.

In accepting the appointment, Ms. Boudreau stated: "I am looking forward to assisting teachers as they provide services to the students of New Brunswick. I have enjoyed my career as a teacher. I know what teachers face on a daily basis. I am excited to have the opportunity to give something back to my profession, and to the improvement of our education system from another perspective.

Ms. Boudreau begins her new position February 1, 2003.

School of Graduate Studies Award

The G. Forbes Elliot Award for Educational Leadership

Value: Approximately \$5,000 for 2003 - 2004

Duration: One year

Description

The award is to encourage experienced teachers who have demonstrated leadership qualities related to their educational field to return to university to undertake postgraduate studies at the Master's or Doctoral level at the University of New Brunswick.

It is funded from the estate of the late Dr. G. Forbes Elliot, first Vice-President of the Saint John Campus.

Eligibility

Recipients must have taught for a minimum of five years in the public schools of New Brunswick.

They must have been accepted unconditionally into the graduate program in education and normally be in full-time attendance at the time of receipt of the award. If in any year, in the opinion of the Selection Committee, there are no full-time graduate studies candidates who satisfy the eligibility criteria, all or part of the award may be granted to one or more suitably qualified part-time graduate studies candidates.

Application Deadline
February 15 of the year in which the studies are expected to

commence.

Awarding Agency
The University of New Brunswick, upon the recommendation of the Selection Committee.

Application forms available from:

The Elliot Award Selection Committee Coordinator
P.O. Box 5050
Saint John, N.B. E2L 4L5
e-mail: nhscott@unbsj.ca



HELP! HELP! HELP!



NBTA IS HOSTING
THE CANADIAN TEACHERS' FEDERATION
ANNUAL GENERAL MEETING IN JULY
AND

ON THE EVENING OF JULY 10, 2003
WE WILL INVITE THE DELEGATES AND GUESTS
FROM ACROSS THE COUNTRY — ABOUT 600 —
TO A "KITCHEN PARTY" AT THE
AITKEN CENTRE IN FREDERICTON.

WE NEED TEACHER ENTERTAINERS TO PROVIDE
MUSIC, HUMOUR AND FUN FOR THE EVENING.
(SOME TRAVEL EXPENSES AND LODGING WILL BE PAID.)



NAME _____

TEACHER OR RETIRED TEACHER

SCHOOL _____

TEL. _____ FAX _____ E-MAIL _____

TALENT _____



Two National Awards Received at CACL Conference

A New Brunswick school and a retired educator have received recognition at the 2002 Canadian Association for Community Living annual meeting and conference held in Toronto.

CACL and its provincial and territorial branches work on behalf of children and adults with an intellectual disability and their families. The conference was entitled *Inclusion and Diversity in Education*.

South Devon

Elementary School received an award for exemplifying best practices in inclusive education. The school of 250 students promotes and exemplifies inclusionary practices. It has a multi-cultural population and serves students with varying exceptionalities.

Jan Pelkey, vice-principal and methods and resource teacher, says: "The teamwork of staff, the enthusiasm of parents and involvement of community partners allows students to have exciting and dynamic learning opportunities for all students in all areas of South Devon Elementary School." Along with fellow teacher Jennifer Ward and

District 18 student services director Cathy Thorburn, Pelkey received the award at the conference and also gave a presentation on what activities and strategies are being used at their school.



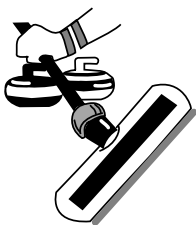
Lt.-Gov. Marlilyn Trenholme Counsell and NBACL held a reception at Old Government House. Above, from left are: Education Minister Dennis Furlong; Don Leveques, principal, South Devon Elementary School; Krista Carr, executive director, N.B. Association for Community Living and Lt.-Gov. Marilyn Trenholme Counsell.

Julie Stone, a recently retired teacher from Nackawic Senior High School, received the CACL President's Award of Achievement. She is also a former president of both NBACL and CACL. Gordon Porter, conference chair,

stated: "Stone has worked with some of the most challenging students in the system. She is constantly positive and looking for solutions and is really committed to children."

The award is in recognition of Stone's leadership, vision and outstanding commitment to building a Canadian society which includes people who have an intellectual disability. "I am very honoured, humbled and flattered," said Stone. "I would like to give this to every parent who has ever had to struggle to have their child accepted in our public education system. I would like to thank Gordon Porter and the Association for affording me the opportunity to meet families and teachers, to give workshops, but also to learn from them. I retired in June from education but I still carry that torch for public education and inclusion of all children, and I'll continue to do so."

NBTA President Mary Wilson and Bob Gerard, Director of Student Services, Department of Education, were among those in attendance at the conference.



NBTA Mixed Curling Bonspiel

Carleton Curling Club, Saint John, N.B.

February 7-9, 2003

Registration \$120.00

per team

- Any team configuration, except all male, is acceptable•
- A teacher must be the skip•

Contacts:

Jackie Clark @ Glen Falls School
(506) 658-5340

Anne Levasseur @ Saint Patrick's School
(506) 658-5362

Individuals are encouraged to apply.
Efforts will be made to find you a team.



**LOOKING FOR A NEW
CHALLENGE?**

**TEACHING OPPORTUNITIES
IN**



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SINCE 1997, THE DEPARTMENT OF EDUCATION IN NEW BRUNSWICK HAS BEEN WORKING WITH THE CONCORD COLLEGE OF SINO-CANADA ORGANIZATION ON VARIOUS EDUCATION INITIATIVES. OPPORTUNITIES EXIST IN 3 SCHOOLS IN SHENZHEN AND BEIJING, BEGINNING SEPTEMBER 2003.

FOR MORE INFORMATION, PLEASE CONTACT:
LANA TAYLOR
DEPARTMENT OF EDUCATION
PROVINCE OF NEW BRUNSWICK
LANA.TAYLOR@GNB.CA
506-856-3046

**Interest-free
Loans**

Up to \$1,200.00 in any one school year shall be made available to active members of the Association wishing to take a year off from teaching to improve their professional qualifications. These loans are available only to those teachers who are improving their professional qualifications on leaves of absence or educational leaves.

Application forms are available from:

Melinda Cook
Director of Administration and Finance
New Brunswick Teachers' Association
P.O. Box 752
Fredericton, N.B. E3B 5R6
Tel: (506) 452-8921

The deadline for
applications is



Head of the class.

Johnson – Committed to Canadian Educators.



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With its complete and worry-free coverage, the Preferred Service Plan was designed for NBTF Members. Our 24-hour service and secure "Members-Only" website make getting help and accessing your insurance information quick and easy. Payroll deduction, monthly bank deduction and special 50+ discounts are also available.

www.johnson.ca or call 1.800.563.0677



Announcements

Canadian Fitness Resource

JUMP2bFIT is a comprehensive activity and fitness program for quality, daily physical education in the classroom. The kit, which costs \$39.95, contains a 170-page illustrated manual, a 45-minute videotape, a 50-minute instrumental music CD, speed rope, and an 'Activities & Challenges for Kids' booklet. For elementary teachers, it's perfect for addressing today's provincial PE curricular outcomes.

The complete kit can be ordered online at: www.cahperd.ca; mail order from CAHPERD, 403-2197 Riverside Drive, Ottawa, ON K1H 7X3; Fax (613) 523-1206

Science Communication Award

The Atlantic Provinces Council on the Sciences (APICS) is currently accepting nominations for this award which is introduced for the first time this year. It is for a teacher

who encourages students' interest in science and technology. Further nomination details and criteria are available at www.apics.dal.ca/award.html. The nomination deadline is **February 3, 2003**.

APICS serves public, high school and undergraduate students through science fairs, student conferences, awards, speaking tours of scientists, research, advising on curricula, and developing policy on scientific and educational issues.

For further information, contact: APICS, 1390 Le Marchant Street, Halifax, N.S. B3H 3P9, Tel. (902) 494-3421, Fax (902) 494-6643, email: apics@dal.ca, web: www.apics.dal.ca

enjoyable workshop will allow the Hospitality-Tourism teachers of New Brunswick to participate in a program of choice with the Hospitality/Tourism faculty at the NBCC. It will help prepare teachers for enhancements of Tourism programs in the high school and allow teachers to make professional and organizational linkages that will assist in curriculum delivery.

Registration fee is \$99. For further information, contact: Octavis Irwin, Financial Aid Officer at Tel. 529-5095, Fax 529-5078 or octavis.irwin@gnb.ca or Penny Chase, Registrar, Tel. 529-5025, Fax 529-5078 or penny.chase@gnb.ca

Tourism Education Workshop

This professional workshop is offered through the New Brunswick Community College in St. Andrews on January 27-28, 2003.

This highly interactive and



2002-2003 QDPE School Recognition Awards

Three awards are available through CAHPERD for your school to receive national recognition. The Canadian Association for Health, Physical Education, Recreation and Dance offers these awards as follows:

Diamond Award — 150 minutes of quality PE with classes every day

Platinum Award — 150 minutes of quality PE with 3-4 classes week

Gold Award — 100 minutes of quality PE weekly.

Apply online for these awards at www.cahperd.ca/e/qdpe/award.htm.

Also available online is a 5 ft. banner for your gym.

School Recognition Awards

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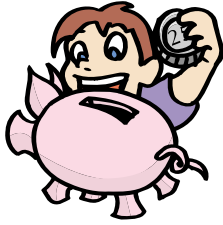
The Canadian Association of Principals and Premier, A School Specialty Company, are proud to sponsor the 2002-2003 School Recognition Awards. Seventeen awards of \$250 each will be presented to schools across Canada, in recognition of exceptional student-led projects that address this year's theme, *"Demonstrating leadership abilities in our school and/or community to encourage a healthy lifestyle."*

Grades 5 to 8 are invited to participate. Student projects can be class-wide, across grades, or even school-wide in scope, if organized by an eligible grade. Entries will be

judged on how well and how creatively they address the selected theme. Projects' levels of student interest and participation will also be considered.

Guidelines and entry forms can be downloaded from "Awards Programs" section at: www.cdnprincipals.org. Final entries should be submitted to your provincial association by March 1, 2003.

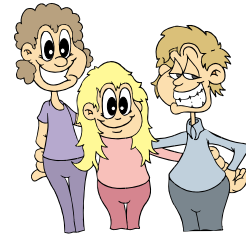




NOW AVAILABLE STUDENT ACCOUNTS

Starting January 1, 2003

TWEEN ACCOUNT (Ages 12-17)



Eligibility	12-17 years of age (parent/guardian authorization required)
Monthly Fee	\$4.00
ATM Access	15 free uses - \$0.45 per item when in excess of the 15 free uses
Point of Sale/Direct Debit	30 free uses - \$0.45 per item when in excess of the 30 free uses

STUDENT REWARD ACCOUNT (Ages 18-24)

Eligibility	18-24 years of age post secondary students enrolled in University and/or College
Monthly Fee	\$5.00
ATM Access	20 free uses - \$0.45 per item when in excess of the 20 free uses
Point of Sale/Direct Debit	40 free uses - \$0.45 per item when in excess of the 40 free uses

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Hours: Monday to Friday, 8:30 a.m. - 4:30 p.m.