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TA News



New Brunswick Teachers' Association

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**Next Final Copy Deadline
For NBTA News:
Friday, March 7**



— *Selecting a New NBTA President* — **Two in the Running for Vice President/President-Elect**



Noreen Bonnell



Grant Hendry

Oromocto Principal, Noreen Bonnell, and Miramichi teacher, Grant Hendry, are seeking to become the next President of the NBTA in August 2009. Bonnell is the current NBTA Vice President, while Hendry serves on both the NBTA and NBTF Executive Committees. Both candidates have extensive and varied teaching backgrounds and have served for many years as NBTA volunteers at the local and Branch levels.

Voting takes place the week of April 21 - 25. It is vital that no schools fill in their ballots before that time because the candidates will be busy right up to the deadline, meeting with as many teachers as possible. The winner of the election will serve one year as Vice President/President-Elect prior to beginning an official two-year term as President, and succeeding Brent Shaw. One of these two will eventually be your official spokesperson so members should ask the questions and express the concerns that will allow them to make their best-informed decision. Statements from each candidate are found on pages 2 and 3 in this issue. Ballots will be tabulated on May 7 and results released to the membership shortly afterward.

**The successful candidate will
assume the office of
NBTA Vice President/President-Elect
on August 1st, 2008.**

Noreen Bonnell

- Statement -

I am honoured to represent you as your NBTA Vice President this year.

This is another critical year in our professional life. We are approaching the end of one collective agreement and beginning the process of negotiating another. As your Vice President, I am a member of that negotiating team. I will work hard on that team and actively contribute on behalf of the teachers of our Province.

Value is what teachers give to each student, parent, and colleague everyday, and teachers must be recognized and valued for all we do and all that we give to the future. With all the skills we, as teachers, develop in ourselves as we grow in our chosen career, we certainly are a value-added profession. But that makes teachers very attractive for, and often attracted to, other job opportunities. The environment in our Province has to be made appealing to retain our teachers, not only as a wonderful place to live, but as a financially viable place to remain. The salaries of teachers in New Brunswick must be competitive in an increasingly shrinking world.

To work well each day, to manage an ever-expanding curriculum, to meet the rising expectations, to teach an extremely diverse and often volatile student population – realistic, balanced, supported working conditions need to exist in each classroom. Valuable teaching and learning time can be lost too often because of the extremes in student behaviour and/or needs that exist in many classrooms. Add all this together and we have an overloaded plate for each teacher. One speaker presenting in our Province said recently that if you put something else on the plate, you must take something off. Our

classroom “plates” are overflowing with extreme behavioural and extreme developmental needs in too many classrooms. Much more has to be done to truly address this entire issue that combines classroom composition, working conditions, and health and wellness for our teachers.

Recently the media, and even the Minister of Education, have made public statements critical of teachers. They have implied that we are the cause of an “underperforming system”. During the last decade, the Department has tried to find answers to this so-called “under-performance”. They have initiated a number of studies on the education system in New Brunswick. Each of these studies has praised the efforts of teachers and suggested a number of changes to improve the system. Yet, we still await actions on too many of the recommendations.

Our Province has been compared to other provinces and to other countries in a variety of standardized assessment results. When these comparisons are made, let’s ensure that we are comparing similar systems in practice and philosophy. In this, we are a stand-alone. If standardized testing is to continue as one of the measuring sticks, then all the factors should be as similar as possible in order to give a true picture of the results. Teachers are working harder and better with more knowledge about students and learning than ever before, and utilizing this professional knowledge with their students. Let’s fix what truly needs fixing.

Recently I heard one teacher say of the teachers in her school, “I have never before worked with such caring and competent teachers.” She was commenting on her colleagues’ skills, integrity, collaboration, and



commitment to hard, long work with, and on behalf of, the students. It was a tribute to our profession. It is what we do.

There are many factors impacting on a teacher’s professional and personal life: increasing administrative expectations, including ESEP’s, budget cut-backs, ever-expanding roles, writing grant applications, more identified challenges for children but not equal resources to meet the challenges, escalating violence in and around schools, and not to forget - inflation. Yet we continue to strive for the children and with each other. It is again time to seek reasonable compensation, trust, and recognition, in keeping with the essential work we do.

Fellow teachers, I ask your support to go forward as your President-Elect, that I will be your voice for education and educators in our Province. RE-ELECT me as your next President for 2009-2011 during NBTA election week, April 21-25, 2008.

Noreen Bonnell

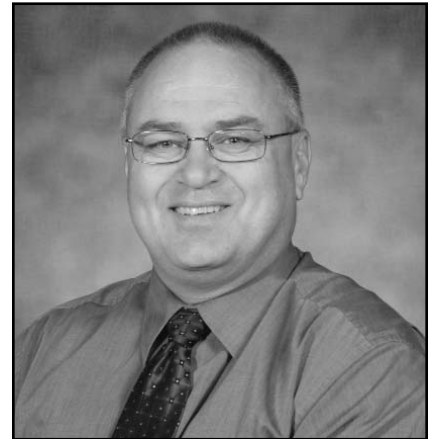
“A Voice for Education and Educators”

Telephone: 357-4065 (w) or 460-0001 (h)

Email: noreen.bonnell@nbed.nb.ca or noreen.bonnell@nb.sympatico.ca

Grant Hendry – Statement –

Working with you, for you!



It is an honour to have been nominated to run in this year's election for Vice President/President-Elect.

I began my teaching career 28 years ago in what is now District 16 in Miramichi. My teaching assignments have been varied and interesting. I have taught in combined Elementary/Middle Schools, Middle/Senior High Schools, rural and urban schools, and have spent time working in District office and as a Vice-Principal.

I began my connection with NBTA 25 years ago as a second-year teacher at Miramichi Valley High School. Since then, I have sat on three Provincial Committees and served as local Branch Vice President and President for two terms each, and I am currently Director. I've also had the great pleasure of being elected to the NBTA and NBTF Executive Committees. My

conversations with you over these past 28 years, both personally and professionally, have given me some insight into the issues and concerns facing the teaching profession in New Brunswick today.

Class Composition issues are forefront. I will continue to lobby for teachers to access sufficient resources to help them meet the varied needs of ALL students they encounter. This may come in the form of additional FTE's, specialized training for those members working with these children, or in the provision of alternate settings to accommodate those students who are not successful in a regular classroom setting and impede the learning of others. Furthermore, I will work to continue the implementation of the Integrated Services Delivery Model (ISDM) that will see all levels of government on the same page and communicating effectively with each other.

External assessment needs to be authentic and relevant and be developed by those most familiar with the New Brunswick situation; the teachers in our classrooms who work with the curriculum day in and day out. It must be used to determine the next step, not to assess the last one.

School safety is an area of major concern for me. How can we expect teachers to teach and children to learn if the threat of a

violent event hangs like a cloud over the school or classroom? Teachers need to know where they stand in classroom discipline issues and parents need to be active in supporting the education of their children.

It is imperative that the teaching profession attracts the best and brightest of our university graduates. Working conditions, opportunity for growth, competitive salaries and benefits, and the knowledge that each of them can affect real change is part of this mix. Teaching should be something they strive for, not just settle for!

Established 105 years ago, the New Brunswick Teachers' Association exists to "...advance and promote the cause of education in the Province of New Brunswick." And to "... impress the public with the supreme importance of providing and maintaining quality educational services." Please, contact me to express your concerns, and to raise issues you feel are important to be discussed at the provincial level. To those of you who already know me and to those of you I will meet over the course of my campaign, I promise I will work hard with you, and for you, to improve the quality of education in New Brunswick, not only in your workplace for you as a professional, but in the learning environment of your students.

Grant Hendry

Email:
hendrykg@nbnet.nb.ca
hendrkeg@nbed.nb.ca

Phone:
836-7430(h)
836-7000(w)



Brent Shaw

Important Information to Read and Consider

First off, let me thank all of you for your efforts to support the students and teachers in Bathurst during their recent tragedy. Those of us in Fredericton did what we could to be helpful and supportive, but it was touching to see the initiatives taken by individual schools and teachers. They were clearly appreciated by those we were in contact with.

This is a very full issue of the *NBTA News* and I hope all of you will do your best to read on. I know how busy you are, but our strength as teachers is in an informed and involved membership.

It seems very odd to realize that, even though I've really just gotten started, **my replacement as NBTA President will be chosen this spring**. Six months on the job is a quarter of my term, and my successor will serve a year as Vice President/President-Elect. Having campaigned twice myself, I can tell you from experience that it is not an easy job. The two candidates will spend an exhausting several weeks, trying to speak to and hear from as many of our 5500 teachers as they can. Putting yourself "out there" to be supported, or not, by the electorate, takes a certain amount of bravery and I congratulate Noreen and Grant for taking the plunge.

Resolutions are being considered and some delegates chosen to attend the **NBTA AGM in May**. It's been awhile since we have reminded you what this event is all about. There is a full-page article appearing in this issue that should be useful for making all this clear. In short, the AGM is NBTA democracy at work

and it is always handy to know your role within that.

There is further information in this issue about the NBTA Anti-Homophobia and Anti-Heterosexism Policy that was approved by the Board of Directors last spring. It is important for teachers to model respect and understanding in our schools and we wanted to bring a little more attention to this document created by our Equity Committee.

By the time you read this, the NBTA Board of Directors will have met. They will have a full plate, including considerations about the structure of the *NBTA News* and negotiations. Please go to our website at www.nbta.ca for a full update on all their deliberations and decisions. The website is by far the quickest way to get the latest information out to members and we will be relying upon this more and more. Also, a reformat of the site will be coming soon and this will allow teachers to find the information they need more quickly.

I know it's been a "traditional" Maritime winter, unlike the easy ones we've had in recent years, but keep up your morale; March and the first day of spring are just around the corner.



2008-2009 Educational Leaves

In a recent joint announcement, Education Minister Kelly Lamrock and Federation Co-Presidents Brent Shaw and Marcel Larocque, released the names of the educational leave recipients for the 2008-2009 school year. In all, forty-seven (47) NBTA and twenty-one (21) AEFNB members received leaves for the purpose of retraining, specialization or professional growth.

Educational leaves awarded to NBTA members amounted to approximately \$1,761,005. This year, because of the mix of full and part-time leaves, the Committee was able to grant 47 leaves. In the past few years, NBTA leaves were awarded as follows:

1997-1998 — 45 leaves at \$1,226,745
 1998-1999 — 50 leaves at \$1,227,385
 1999-2000 — 43 leaves at \$1,248,804
 2000-2001 — 45 leaves at \$1,271,000
 2001-2002 — 47 leaves at \$1,255,292
 2002-2003 — 37 leaves at \$1,336,054
 2003-2004 — 43 leaves at \$1,375,736
 2004-2005 — 39 leaves at \$1,440,406
 2005-2006 — 48 leaves at \$1,459,361
 2006-2007 — 47 leaves at \$1,552,555
 2007-2008 — 48 leaves at \$1,641,185
 2008-2009 — 47 leaves at \$1,761,005

Educational Leave Committee

The Educational Leave Committee, established under Article 37 of the Collective Agreement, met on January 14, 2008 to complete the difficult task of selecting this year's educational leave recipients. The Agreement specifies that the Committee will be comprised of 8 members representing the Department of Education, the Superintendents, and the NBTA, AEFNB and NBTF. The composition of the Committee is as follows:

- David Roberts, Asst. Deputy Minister - Dept. of Education (*Chair*)
- Marcel Lavoie - Dept. of Education
- Andrew Hopper - Dir. of Education
- Solange Haché - Superintendent
- Brent Shaw - NBTA
- Marcel Larocque - AEFNB
- Bob Fitzpatrick - NBTF (Secretary)
- Louise Landry - NBTF

Process

The full Committee met for a short time to discuss and confirm the criteria to be applied in the selection process and to verify the amount of money available pursuant to Article 37. The Committee then divided into two sub-committees to consider applications from NBTA and AEFNB members.

Criteria

Although an educational leave must fall into one of the three accepted purposes — retraining, specialization, or professional growth — the Committee receives comments and recommendations from principals, and Directors of Education, based upon the value of the leave to school and District.

In considering applications from NBTA members, the sub-committee must take into account the total funds available and the number of NBTA members in each district so that the funds can be allocated fairly throughout the province. This means that, while larger areas may be allocated multiple full and/or partial leaves, some smaller areas may get a leave every second or third year, and, in some cases, an even longer period of time might elapse between leaves. Although the Committee is not bound to award leaves on a direct total numbers/leaves available ratio, it is a factor that must be considered. Other factors considered are:

- program to be followed
- benefit of leave to school and school district
- position distribution (teacher, S.P.R., vice-principal, principal)
- grade levels (elementary, middle school, high school)
- past professional involvement
- years of experience
- number of times teacher has applied
- certificate level
- subject specialty

Leave Statistics for 2008-2009

- There were 128 applications from NBTA members.
- Funds available for educational leaves, determined by the formula in Article 37.03 of the Collective Agreement, were \$1,761,005; the AEFNB share was approximately \$768,448.
- Forty-seven (47) leaves (full and part-time) were granted to NBTA members.
- Thirty-six (36) leaves were granted to females and eleven (11) were granted to males.

Leaves Awarded

K-8	34
Grades 9-12	13

To Achieve

CERT V	18
CERT VI	19
Principal's Certificate	2
Other	8

Areas of Study

Administration	6
French Immersion Curr./FSL	3
Guidance/M&R/Counselling/ Resource	3
Instructional Design	1
Literacy	14
Mathematics	1
Psychology/Counselling	6
Phys Ed	1
Special Ed./Special Needs/ Exceptional Learners	9
Technology	1
Other	2
Total	47

(31 Full-time and 16 Part-time)

Conclusion

When all is said and done, forty-seven (47) NBTA members will be happy to be receiving an educational leave, while eighty-one (81) members will be disappointed, and at least some of these 81 will feel frustrated by the process. The one thing that can be said is that the Committee did its best to weigh all of the criteria, consider all of the factors and award the leaves as fairly and equitably as possible.

To those teachers who received leaves for 2008-2009, the Committee extends its best wishes for a productive and successful year. And, to those applicants who were not successful this year, the Committee thanks you for your interest and encourages you to apply again next year.

The NBTA recipients for the 2008-2009 school year are listed by district. The length of the leaves varies from four (4) months to a full academic year.



Dist.	Name	Period	Dist.	Name	Period
02	Krista Allison	Year	10	Clement McAfee	6 months
02	Calvin Buechler	6 months	10	Patrick Zwicker	6 months
02	Lisa Deluca	Year	14	Emily Derrah-Sullivan	Year
02	Myfanwy Ferris	Year	14	Mitchell Hemphill	6 months
02	Stacy Garland	Year	14	Suzanne Maxwell	Year
02	Kathleen Goobie	Year	14	Sean Newlands	6 months
02	Lisa Graves	Year	14	Marilyn Tranquilla	Year
02	Kent Howatt	4 months	15	Heather Ross	Year
02	Heather Wood	Year	15	Carole-Julie Savoie-LeBlanc	Year
06	Joseph Armstrong	Year	16	Lynn Carney	6 months
06	Christina Hamlyn	6 months	16	Sheri Lynn Comeau	Year
06	Cindy Hatt	6 months	16	Catherine McGregor	Year
06	Laura Ravn	Year	17	Bev Amos	Year
06	Jane Reinhart	5 months	17	Deborah Barter	Year
06	Laura Stoddard	4 months	17	Cheryl Lavigne	Year
06	Terry Wisdom	Year	18	Anne Marie Allain-Eagles	Year
08	Kathryn Brown	Year	18	Janice Arnold	Year
08	Sheilagh Gillis	Year	18	Derek Bradford	Year
08	John Higgins	Year	18	Marlene Carrier	6 months
08	Rosalyn Nickerson	Year	18	Brenda Clements	Year
08	Juliette Ramzi-Trofimencoff	Year	18	MaryLou Doucette	6 months
08	Wanda Sampson	6 months	18	Susan Saunders	4 months
08	Lindsay Savoie	Year	18	Mary Williams	4 months
10	Michael Bourque	Year			

Moving? Name Change? Not Getting Your NBTA News? LET US KNOW!

In order to keep our NBTA members' database as accurate as possible, it is important that you advise the NBTA Communications Department (Carlene Merrick, 452-1833) of any changes such as marital status, home address, school location, phone number, etc., as soon as possible. This is necessary to ensure that all mailings reach our members and that our nominal roll is up to date for voting purposes. Initial information is collected on the green registration forms, but changes occur. Many of these changes occur during the summer months.



We do not receive this updated information through any other source, so please keep us informed of any changes.

Thank you for your assistance in helping us serve you better.



NBTA NEWS

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Editor: Blake Robichaud

Editorial Assistant: Loretta Clarke

Graphic Artist: Christy Price

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Member: CEPA

Address all correspondence to:

The Editor

P.O. Box 752, Fredericton, N.B.

E3B 5R6

Telephone: (506) 452-8921

FAX: (506) 453-9795

E-mail: nbtanews@nbta.ca

Web: www.nbta.ca

AGM 101: Purpose, Participation and Resolutions

By Blake Robichaud, NBTA Director of Communications

With a large number of new teachers entering the profession, it may be helpful to explain the key event in the NBTA calendar, our Annual General Meeting. This may also serve as a refresher for some members and, possibly, correct some misconceptions for others. Additionally, we would like to encourage as many new participants as possible to attend, whatever their years of experience. Nothing can replace the understanding of actual participation. Resolutions to the AGM can be somewhat complex, so we will give some guidelines for those also.

The Meeting

This year's AGM takes place May 30-31 in Fredericton and will bring together delegates from across New Brunswick. Together they will comprise a decision-making body that will approve the annual NBTA Budget, dues structure, and make other key determinations. Throughout the remainder of the year, the Association is guided by the decisions of the teachers elected to the NBTA Board of Directors and the Executive Committee, but the AGM provides a new and different voice from the membership. Directors attend the AGM, can speak on issues, but are not delegates and cannot vote.

Delegates

Each Branch is entitled to at least one delegate, while those with more members get one for every hundred, up to a maximum of six. The Branches themselves choose these delegates, often by elections at their own general meetings, although many have policies that assign some spaces automatically to their local President and/or other officers. If there are positions available in your Branch, you could not find a better opportunity to learn about how the NBTA functions and to participate in its democratic process. Delegates carry out the business of the Association, attend the annual dinner, and help honour our retirees at their luncheon. Many NBTA leaders get their start as AGM delegates, and realize that they truly can make a difference through our democratic process.

Resolutions

Resolutions are a way of getting input from members on NBTA policies, by-laws, priorities and suggested actions. Branches discuss possible resolutions in their local



AGM 2007

meetings and decide whether or not to endorse one or more, sending them on to the AGM for further consideration. After submission to the NBTA, a Resolutions Committee examines each submission, combines those of a similar nature, and makes necessary corrections without changing the intent. Once finalized, resolutions then appear in an *NBTA News* supplement, along with a preamble, for members to read and consider. Local Branch meetings then discuss each of these resolutions and advise their delegates on what issues to bring forward, and/or how to vote when it is considered during the AGM.

It must be made clear at this point that resolutions are not yet approved or rejected, but guidance has simply been given on how a Branch's delegates should vote. Often during AGM debates, new information or a fuller explanation of a resolution becomes available, so delegates sometimes are given

latitude by their Branches on how to vote. With negotiations underway, resolutions dealing directly with the Federation Asking Package, could not be considered. The Package has already been developed and approved through member input, and cannot be expanded at this point. Resolutions can come from the floor during the meeting and can be accepted for consideration if two-thirds of the delegates agree. However, these must be on emergent issues, ones directly related to new events that have occurred since the Branch AGM's, otherwise all NBTA members should have gotten the opportunity to consider them. Depending on the subject, approved AGM resolutions can become NBTA priorities, change Association by-laws, or be forwarded to committees for further study or action. AGM Resolutions must be approved and submitted by Branches to Bob Fitzpatrick no later than April 1st.

Interest-Free Loans

Up to \$1,500.00 in any one school year shall be made available to statutory NBTA members **on leave** who are improving their professional qualifications through educational programs.

Application forms are available from:

Melinda Cook

New Brunswick Teachers' Association
PO Box 752, Fredericton, N.B. E3B 5R6
Tel: (506) 452-8921
Email: melinda.cook@nbta.ca

**The application
deadline for
2008-2009 is:**



Equity Committee Seeks Research on Gender Equity

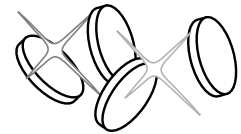
The Equity in Education Committee is interested in any work or research that has been done by individuals or organizations regarding gender equity in the teaching profession in the NB school system.

Contact: ardith.shirley@nbta.ca

Educational Improvement Grants

Educational Improvement Grants Funds are depleted for conferences taking place January to June 30, 2008.

Applications are being accepted for conferences taking place after July 1, 2008.



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Are You Eligible to Retire?

By Larry Jamieson, NBTA Director, Teacher Welfare Services

The New Brunswick Teachers' Pension Act (TPA) provides that a teacher becomes eligible to retire on an immediate pension:

- (a) at age 65 with 5 or more years of pensionable service (no reduction)
- (b) at age 60 with 5 or more years of pensionable service (Pension reduced 5 per cent per year for each year under age 65)
- (c) at age 60 with 20 or more years of pensionable service (no reduction)
- (d) when the combination of a teacher's age and service reaches 80 (reduced pension). (Reduction will be 2.5% for each index year that retirement precedes age/service index of 87)
- (e) when a combination of a teacher's age and service equals 87 (no reduction)
- (f) after completing 35 years of pensionable service (full pension)

Below is a checklist of things you should do when you have decided to stop teaching and receive your pension:

- If you are unsure of your pension service, check with the Compensation & Employee Benefits Division, Office of Human Resources (Pensions Branch) to make sure that you are indeed eligible for retirement. Include your Social Insurance Number (SIN) and birth certificate in any communication with the Pensions Branch.
- Notify your Superintendent, in writing, of your intention to retire (the Regulations of the *Education Act* now stipulate this notification be communicated as of February 1st):
 - (a) specify the date of retirement (always at end of the month - e.g., June 30, 2008)

Note: In the case of a disability pension, these steps will only occur once the teacher has received approval for his/her disability pension from the Compensation & Employee Benefits Division, Office of Human Resources.

- Make arrangements with a financial institution to have your retirement allowance placed in a RRSP account or any other registered investment mechanism. The banking institution, trust company or credit union, etc. will then undertake the necessary steps (complete TD2 form) so that the amount is

deposited directly into a RRSP account without going through your hands. Otherwise you might end up paying tax at a high rate on that amount.

- If you are age 60 or over, do not forget to apply for the Canada Pension (CPP).

Forms to fill out at District Office:

1. Termination Notice / Benefit Request — Claim for pension benefits (copy of birth certificate(s) required)
2. TD1 — Personal exemptions for income tax purposes after retirement
3. Direct Deposit form (*blank, void cheque required*)
4. NBTF Group Insurance form indicating what you plan to do regarding your group insurance coverage. This will allow the Compensation & Employee Benefits Division to make the necessary deductions from your pension cheque.

Note: It is important that the Compensation & Employee Benefits Division receive the necessary forms properly filled out (notice of termination and TD1) at least 90 days prior to the month you expect to receive your pension. The School District will look after sending these forms where appropriate.



Larry Jamieson

Pension cheques are received on the 23rd/24th of each month, except December.
For any additional information on the above process, please contact:

→ Larry Jamieson, New Brunswick Teachers' Association
P.O. Box 752, Fredericton, NB E3B 5R6 Tel. 452-1722
or

→ Compensation & Employee Benefits Division, Office of Human Resources
P.O. Box 6000, Fredericton, N.B. E3B 5H1 Tel. 453-2296 or 1-800-561-4012

If you have decided to retire, please notify NBTA Central Office as soon as possible.
This will help us prepare for the provincial Retiring Teachers' Luncheon which will be held on Saturday, May 31st.

The Power of Professional Conversation

“A single conversation with a wise man is better than ten years of study.” — Chinese Proverb

In preparing for our latest “Skills for Administrators” workshop, I read a number of articles that highlighted the importance of making time for professional conversations to take place within our schools in order to create a culture of professional growth for teachers.

As I considered the power of professional conversation to change

practice, I thought about some of the changes in my own thinking that have taken place after conversations with colleagues.

This past fall, at the PLC Coaching Academy, I had many of those kinds of conversations with several people, including Dawn Weatherbie. During one of our discussions, I was struck by the long-term vision that Dawn had for supporting the growth of

professional learning communities in our NB context. As a result of that conversation, I invited Dawn to some space in our *NBTA News* to share with teachers her “provincial perspective” as an Executive Director in the Educational Services Division.

Dawn was quick to accept my invitation and I am pleased to share her thoughts with you as part of this month’s “*Growing, Learning & Living*”:

As a Province

by Dawn Weatherbie, Educational Services Division, NB Department of Education

Focusing on student learning, working collaboratively, and making teaching decisions based on results

Principals’ Focus on PLCs

“This is what we should be about” is a comment on one of the evaluation forms following the November 2007 provincial principals’ meeting, *Schools that Learn: NB Professional Learning Communities*. The principal went on to comment that with all there is to do in a school, it is often difficult to keep focus on the learning, collaboration and results that are at the heart of being dedicated to the education of all students.

The keynote speaker at the November 15-16 provincial gathering was Paul Farmer, a Solution Tree educational consultant. Paul gave practical examples and research showing the need for teachers to focus on strong formative assessment for students and on good planning for common assessments; his message was well-received. He, however, was not the main source of inspiration during the two-day conference – NB educators were.

Ten teams of four to six educators, from a NB school or district, shared with their peers and colleagues the steps they had taken on their journey to becoming a more student and learning-centered school, a professional learning community. They presented solid examples of how they were focusing on the essential learnings for students in various subject areas, the steps they took to

work as collaborative teams, and the results they gathered as evidence of the positive effects of their efforts with students, or as impetus to change their course of action.

The presenters were soundly applauded for their sessions and the buzz was palpable as the principals moved from one group to another. The evidence that peers had committed to the professional learning community way of operating, and were obviously

The journey to improvement is neither easy nor brief. It generally begins with a small group committed to making a positive difference.

committed to continuing, inspired others to understand how to begin or go the next step.

Principals commented that they are excited and encouraged by the collective commitment at the provincial, district and school level to the methodology of professional learning communities. They understand the focus on the three big

ideas – learning, collaboration, and results. They know and come back to the four key questions that center the course of action in a school:

1. What is it we want students to learn?
2. How will we know if they have learned it?
3. What will we do if they haven’t learned it?
4. What will we do for those who already have?

Our Focus on PLCs

There is a plethora of evidence to indicate that we should be collectively inquiring into data at all levels to make decisions based on evidence. No where is this more valuable and potentially productive than at the school level. Collaboratively approaching curriculum, assessments and interventions is shown to have a positive impact on higher learning levels for all students -- and educators -- in a school.

Students need to acquire essential skills. As educators, we realize some will acquire these skills quickly, while others require multiple interventions. Teachers know when they need to intervene based on the information they gather from their formative assessments with students. The summative assessments provided later in class, or by district, province or nation, are an opportunity for

students to demonstrate their acquired skills. The external assessment results tend to confirm for a larger audience what teachers know from their own assessment work and interventions with students.

The wealth of evidence out of effective schools research and student achievement gains in other jurisdictions makes a compelling case for strong, informed instructional teaching and leadership – teachers and leaders who learn from others and learn by doing. The methodologies that can move a school on the journey to improved educational opportunities for students are ones that drive PLCs: a collaborative culture with a focus on learning for all; collective inquiry into best practice and current reality; action orientation – learning by doing; and results orientation (pp 3-5 *Learning by Doing, A Handbook for Professional Learning Communities at Work*, DuFour, 2006). Success stories from away can now be complemented by the efforts of an increasing number of New Brunswick schools and districts.

The journey to improvement is neither easy nor brief. It generally begins with a small group committed to making a positive difference. These people learn by beginning in a small way, then working to involve all others in their school and community. Many districts have sent leadership teams to PLC institutes held across North America. Districts, this year, bought seats at the provincially organized PLC Coaching Academy, a series of four two-day sessions with a Master Coach; the group of seventy is committed to supporting each other and continuing to meet through the Portal and, if possible, again in person, to coach each other. The principals' planning committee and the New Brunswick School Superintendents' Association both chose the focus of their 2007 annual meeting to be *Professional Learning Communities*. New Brunswick recently participated in a ninety-minute interactive video conference with Rick and Becky DuFour, discussing questions NB educators had put forward. August 2008 will see NB host

a three-day international *Professional Learning Communities at Work Institute* (to take place in Moncton), and in August 2009 we will host an international *PLC Institute on Assessment*.

Improved educational opportunities and achievement results for students is our central purpose. As a professional learning community, educators within a school, district and department are eager to look at a variety of data sources and are ready to research through their own and others' practices what is best for student learning. This consistent and collaborative approach requires commitment and support from provincial, district, school and professional association levels. As educators throughout the province, we need to provide the shared teaching and leadership models that will move us to where we need to be, for all students. This truly is what we should be about.

Thanks Dawn, for taking the time to share your thoughts and perspective at the provincial level.

May I Recommend?

It is hard to contain my excitement for the December/January 2008 edition of *Educational Leadership*.

Informative Assessment is the theme and as I read through the issue, it became increasingly difficult for me to pick a favourite article to share with you – I liked them all!

After much deliberation, I have settled on *Learning to Love Assessment* by Carol Ann Tomlinson. She reflects on her own professional growth:

"Following are ten understandings about classroom assessment that sometimes gradually and sometimes suddenly illuminated my work. I am not finished with the insights yet because I am not finished with my work as a teacher or learner. I present the understandings in something like the order they unfolded in my thinking."

She goes on to share her ten understandings about assessment. For example, **Understanding 2:** Informative assessment really isn't

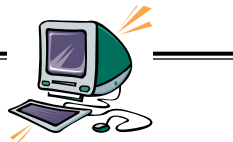
about the grade book AND **Understanding 4:** Informative assessment isn't separate from the curriculum.

Each of her understandings is accompanied by practical examples from her own experience in classrooms as well as the research to support her experience.

In my opinion, a "must read" for all educators as a reminder of what quality "Assessment AS Learning" should look like in our classrooms.

Website of the Month

www.ascd.org




Wishing you all a restful March Break!

Closing Quote

I think, therefore I am.
I believe, therefore I will be.
I am mindful, therefore I am aware.
I study, therefore I know.
I do, therefore I become.
I learn, therefore I am no longer the same.

— Based on the famous quote of Rene Descartes, "Cogito, ergo sum"





Ardith Shirley
Director of Professional Development

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

Office (506) 452-1740 Fax (506) 453-9795
Email ardith.shirley@nbta.ca



Island View Students Shared Warmth this Holiday Season with a “Bare Necessity” Tree

Each December the Home and School Association at Island View School, located on the west side in Saint John, organize Santa’s Workshop for the 300+ student population. This exciting day is filled with games, crafts, singsongs, prizes, treats, cookie decorating and, of course, a visit from Santa himself. It also provides each child the opportunity to do his or her own Christmas shopping for family members. All proceeds raised help purchase equipment, fund school events, as well as sponsor worthy causes on behalf of the school.

In keeping with the Christmas spirit, this year we decided that we also wanted to help out children in Saint John who are not as fortunate. Home & School contacted the Boys’ and Girls’ Club which informed us of a great need for hats, mitts, socks and underwear for children ages 2–12.

On the day of Santa’s Workshop, children brought in brand new items and placed them on a branch of our “Bare Necessity” tree located in our school gym. Through the generosity of families at Island View, we were able to provide approximately 400 items to help make another child’s Christmas in our community a little brighter and warmer! The Boys and Girls Club then distributed this warm donation during their Christmas dinner celebration. At Island View, we are proud that our students recognize the importance of helping others in our community, not only at Christmas time, but all year long!



Teaching for the XXI Century – A Canadian View

The NBTA Elementary Council has an extraordinary lineup of Canadian talent lined up for our Council Day 2008. The Program Committee has created a day of sessions that seeks to address the needs of many. From wellness to technology, numeracy to literacy, and of course our Art Specialist strand, every teacher should find sessions of interest. You can find more information about Council Day on our website at <http://elementary.nbta.ca>. Please check often for updates and also for valuable links to our presenters’ websites.

George Gadanidis will have you thinking about the world of mathematics in a totally new way. The word “imagination” is a rare find in mathematics curriculum documents. What if we added the



word “imagination” to our elementary curriculum documents? What might this mean? What if we take the view (as an elementary school teacher recently noted) that mathematics “can be discussed with your family and friends just like you would a favourite book or new

movie”? Such a view leads us to consider parallels between the arts and mathematics. It also leads us to look to the performing arts to understand elementary students’ repertoires for organizing and expressing the mathematical ideas they seek to communicate to one another and to their world outside of the classroom.

Dr. Keith Jeffery’s 4-Minute Fitness will demonstrate how using a technique that incorporates principles of tai chi, chi kung, yoga, deep breathing and positive affirmations can make a difference in teachers’ ability to manage stress, remain resourceful, and participate more successfully in the learning environment. The goal of this session will be to learn something that participants can do everyday for the rest of their lives and also share

with their students as a part of daily physical education.

Bill Lishman (*Father Goose*) reviews his career beginnings and how colour blindness and a learning disability led him to become a sculptor and pioneer ultra light aviator. Bill's artworks are amazing for their scope and vision. Bill doesn't know the meaning of the word impossible, so when Bill finally tells the incredible story of how he earned the name "Father Goose", no one will be untouched. This is a man whose ideas are his next reality - and there is no one like him in the world!

Christopher Bowers, *The Power of Personal Story*, will guide us in learning the power of asking questions to become more aware of our own story. We shall be finding fresh resources to help support our students, exploring ways to strengthen our school's culture, and begin looking at colleagues, students and friends in a fresh way. As you learn to strengthen the bonds of community, the potential for stress and burnout should diminish. You will walk away with new insights into your staff or districts' accomplishments and stories.

Marjan Glavac: *How to Make a Difference- Inspiring Your Students to*

Do Their Best - Marjan is a full-time classroom teacher with 25 years teaching experience and is a firm believer that: "there are no boundaries for the journeys of the mind" and that every student, parent and teacher is capable of achieving great journeys. He has taught and continues to teach students from the inner city, students with emotional/behavioral disorders, ESL, and IEP students.

Krisanna Jeffery's session teaches ways to de-stress and regenerate by *Managing Your Body Energy Effectively*. If you, or the people you work with, are feeling overcharged, over-taxed or overwhelmed, then you could benefit from learning three easy non-invasive, self-applied techniques to manage the body's energy and emotions. This workshop will be of benefit to counselors, care-givers, or anyone who is pursuing a healthier balanced life and will be an introduction to the exciting new field of energy psychology. This fun and interactive workshop will help you learn simple but effective ways to work with your body/mind's natural ability to heal itself, based on scientific research, the field of hypnosis, and energy psychology techniques.

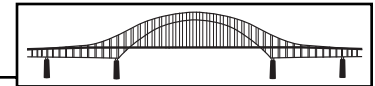
Tanya Helton: *Working with*

Students with Attachment Disorder, FAS, ODD, and other Challenging Behaviours - Tanya is a recognized speaker in the area of parenting children with attachment issues. With over ten years of experience working with children with special needs and their families, she has provided family support by counselling for birth, adoptive, and foster parents. She has worked with parents, police, schools, organizations, social services, and mental health agencies to develop attachment-based responses to special needs children. Tanya has had a long-standing interest in the dynamic between at-risk children and criminality.

Gloria Antifaiff will present two sessions: *The Writing Connection: Linking Technology to Writing* (grades 1-5) and *The Reading Connection: Linking Technology to Reading* (grades 1-3). Using interactive software, internet resources, ebooks and professional resources on the Internet, she will examine the connections these strands of the literacy program have to technology. Suggestions for using both with teachers and students will be discussed.

Alyssa MacIsaac,
Program Chair

Middle Level Council News



Middle Level Teaching Treats

Every month we will feature a teaching treat and a website that teachers across the province are using. Please share your teaching treat by e-mailing: lise.martin-keilty@nbed.nb.ca and your teaching treat could appear here in the next months! We know there are lots of great ideas out there. Thanks in advance for sharing!

Chair hopping: This activity can be used in all subject areas. You do the same activity but with movement. If students are working on a map, a page of math or some comprehension questions on a story... Divide the work into "stations". In my case, my students are working on a current event map and I divide the work that needs to be done on the map in 6 different parts. I photocopy only 1 sheet, cut it up so each station has only the work required for that station and post them at each station. Group students according to the number of stations and have students rotate to each station every 5-10 minutes. The time will vary upon the activity you give them but make sure you divide the work up so each station is close in time it requires to do the task. By doing this type of activity you are engaging more students as they know they only have so much time to get the work done. Students usually work



together to get the work accomplished and best of all, they are moving, which again, increases blood flow throughout their body and brain! Try chair hopping next time you do a lesson that requires students to work on a worksheet. Watch them move and learn!

Website: www.freerice.com Want to send some free rice to countries in need and learn some new words? Sounds too good to be true? The sponsors on this website purchase rice while you play and expand your vocabulary. While visiting the site, you are asked the meaning of a word and for every word you get correct, you add rice to your total. At the end of each day, the rice is added up and the sponsors of the website buy the rice through the United Nations World Food program. Check it out! Assign it for homework!





• High School Council • President's Message



Derek Taggart

I hope all of you had a successful and stress-free exam period! It is now time to focus our attention on second semester and the upcoming excitement of High School Council Day.

The program for Friday, May 2, at Saint Malachy's Memorial High School and the Imperial Theatre in Saint John has just been completed and sent off to the printers. You all should be receiving a hard copy of the program in your schools no later than the middle of March. The program and registration instructions will also be available online in the near future on the High School Council website

(<http://highschool.nbta.ca>). The early registration deadline for this year's Council Day will be Wednesday, April 2 (\$30 prior to this date, \$40 after). **This year, all registration will be taking place online; there is no mail-in registration.** This change will simplify the registration process (you will be able to print off your receipt as soon as you fill in the necessary information) and make it much faster and easier to gain entrance to the sessions on Council Day. Look for more information regarding electronic registration in the program, on our website and in future issues of the *NBTA News*.

The following list contains a number of items that I would love you all to try before the next issue of the *NBTA News* is released:

1. Check out our High School Council website (<http://highschool.nbta.ca>). It is here that you will find information and application forms for the other things on this list (as well as updated information regarding Council Day registration and our complete Council Day program).
2. Nominate one or more of your deserving colleagues for our High School Council Teacher

Recognition Awards (**please take note that the deadline for these awards is March 31st, 2008**).

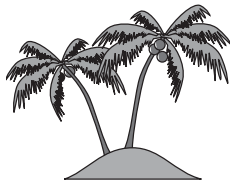
3. The Social for this year's Council Day will be taking place at O'Leary's in Saint John. Because this establishment will be closed to everybody except teachers between 8:00 and 11:30, it is essential to remember to bring your NBTA membership card or school ID card to get into the dance!
4. Book your hotel room in Saint John now!
5. Consider joining our High School Council Executive. Elections will be held during our Annual General Meeting at lunchtime on Council Day (free pizza and a number of incredible prize draws will be available for those who attend this business meeting at the Saint Malachy's Memorial High School Theatre). We are currently looking for teachers from Moncton/Sackville, Fredericton/Boisestown/Doaktown, and Bathurst/Campbellton/Dalhousie to fulfill our mandate of representing all areas of New Brunswick on the Executive. Please contact Shelly Stairs, our Nominating Chair, at shelly.stairs@nbed.nb.ca if you are interested in joining this hardworking team!

Your High School Council Executive will be having its fourth meeting on Friday, April 4 and the morning of Saturday, April 5 to discuss new business and plan for May 2. If you ever have any items you would like to see included on an agenda for these meetings, please do not hesitate to contact me (derek.taggart@nbed.nb.ca) or any of your other High School Executive members. I hope you all have a wonderful second semester and I look forward to seeing you all at Council Day!

Derek

Program Coordinator and Teaching Positions in St. Lucia

Distance Learning Program Coordinator/Teacher position available in St. Lucia for the 08/09 school year. Must have minimum of three years experience teaching NB curriculum at the high school level, be familiar with the distance learning program, be proficient with the use of technology, and have demonstrated organizational/management skills.



Teaching positions for the 08/09 school year are available in St. Lucia for NB curriculum, Grades 4-12. BEd, NB teaching certification and classroom experience are required.

Salary range from \$92,000 to \$97,000 XCD (approximately \$35,600 to \$37,600 CDN).

Submit resumes to:

internationalschoolstlucia@gmail.com,
attention June Harkness, Principal.

For more information, see www.intschoolstlucia.org

11th Annual Teachers' Institute on Parliamentary Democracy — A Memorable Week!

Where else can you dine with Senators and M.P.'s, hear the Governor General speak about the important contributions of social studies teachers to children's education, and meet the Dalai Lama in your hotel lobby? The Teachers' Institute on Parliamentary Democracy, of course! Plans are well underway for the 12th Annual Teachers' Institute held each fall in Ottawa and organizers would like you to give serious consideration to applying. It is easier than ever with the option of applying online or by mail. The TI 2008 is open to teachers of social studies from grades K-12 and is a fully bilingual experience.

New Brunswick was well represented last November by a strong contingent of educators. Undoubtedly, past participants will say that the TI was one of the best professional development opportunities they have ever had.



Back Row: Yvon Godin, M.P.; David Gopee (NB teacher); Kevin Foster (NB teacher); Marc Arseneau (NB teacher); Hon. Mike Allen, M.P. **Front Row:** Hon. Marilyn Trenholme-Counsell, Senator; Hon. Charles Hubbard, M.P.; Barb Corbett (NB teacher); Hon. Joseph Day, Senator; Cindy Fraser (NB teacher); Sylvie LeBel (NB teacher)

Parliament of Canada



Ottawa, November 2 to 7, 2008

TEACHERS INSTITUTE
ON CANADIAN PARLIAMENTARY DEMOCRACY



Experience a week on Parliament Hill!

*70 participants selected
from across Canada*

All grade levels

Most costs covered

Bursaries available

- ✓ Get an insider's view of Canada's parliamentary system
- ✓ Meet parliamentarians, and political, procedural and pedagogical experts
- ✓ Explore key issues in parliamentary democracy
- ✓ Receive resources for teaching about Parliament, governance, democracy and citizenship

www.parl.gc.ca/teachers

613-992-4793 or 1 866 599-4999



The Teachers Institute is offered under the auspices of the Speakers of the Senate and the House of Commons and organized by the Library of Parliament.

Renseignements disponibles en français.

Paid Advertisement

Highlights include an insider's view of the House of Commons and the Senate, opportunities to meet and talk with MP's, Senators and the Clerks on the Hill, a visit to Rideau Hall, participation in the National Forum on Canadian History, and panel discussions with the Chief Electoral Officer, media spokespeople and authorities on the Constitution. Parliament Hill is shared in a very public and special way with the 70 participants from across the country.

Another significant highlight of the TI is the opportunity to network with educators from across the country, as well as with those from your own province. It is amazing to

hear how many participants have stayed connected throughout the years. Canada's vastness as a country

"Undoubtedly, past participants will say that the TI was one of the best professional development opportunities they have ever had."

is overshadowed by the connectivity and commitment of the TI participants each year.

Aside from the experiences afforded by the TI, there are also many resources that are shared. Anyone can visit the website (www.parl.gc.ca) and access the Teachers' Institute on Quick Links. From there, teachers can access all

the free resources that have been prepared by the Library of Parliament explicitly for teacher use.

Additionally, there are several links directly related to the TI and an active Alumni Corner for past participants. Application forms can also be accessed from this

site as well. If you are looking for a stimulating, informative and truly professional development opportunity, please make application by April 30th.

Submitted by Barb Corbett, New Brunswick Teachers' Advisory Committee member for the Library of Parliament (barb.corbett@nbed.nb.ca)

Parliament of Canada

Teachers!

The Parliament of Canada has free educational resources available for your use.

On-line and downloadable
Tailored for all levels of instruction
Class sets and Teacher Kits available

www.parl.gc.ca/education

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Renseignements disponibles en français.




Instructors — Pre-Service — Master of Education


The Faculty of Education is seeking persons who are interested in teaching part-time in the Bachelor of Education and Master of Education programmes. The minimum requirement for instructors is a Masters degree.

We have a number of areas of study within our programmes. To determine in which area of study you may be interested in teaching, please check our web site: <http://www.unbf.ca/education/index.html>

If you are interested in this opportunity, please send a letter of intent and a curriculum vita to:
 Dr. Sharon Rich, Dean of Education, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3
Application deadline: April 30, 2008

Opportunity for a Faculty Associate at the University of New Brunswick

Faculty of Education


The Faculty of Education is seeking an experienced teacher to serve as a faculty associate for the 2008-2009 academic year. The selected teacher would be seconded from his/her position for one year, with a possible one-year extension.

Duties will include:

1. Participation in the Teaching & Learning Theory Course and working with student teachers in a school.
2. Course delivery to teacher education students during Fall, Winter and Intersession.

Applicants must have a Masters degree, be recognized for their teaching excellence and have experience working with adult learners. The position will be based in Fredericton.

Please send application and a resume of academic and professional experience and the names of three referees to:
 Dr. Sharon Rich, Dean of Education, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3

Application deadline: March 18, 2008

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status.

"The University of New Brunswick is committed to the Principle of Employment Equity"

NBTA Website:
Members Only
Register Now!


This site will be a **primary method of communications during the upcoming round of negotiations** and in sharing other important information with our members. If you have not registered yet, please go to www.nbta.ca as soon as possible.



Work as a teacher in the U.S.A.

Teacher: David
 Home Country: Canada
 U.S.A. Placement: Georgia
 Professional Goal: Broaden my overall teaching experience
 Personal Goal: Go whitewater rafting on the Chattooga River
 How He Got Started: www.vifprogram.com



Hundreds of teachers like David are teaching in the U.S.A. and gaining experience that will advance their careers. You can, too. Visit www.vifprogram.com.



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REMEMBER THESE DATES



DEADLINE DATES

Conference Grants — Five weeks prior to opening day

Certification Changes — March 31, 2008

Election Dates

- (a) Ballots mailed to Branch Presidents - On or before April 15, 2008
- (b) Voting to take place - April 21-25, 2008 inclusive
- (c) Ballots returned to Central Office by 5:00 pm - May 2, 2008
- (d) Counting of Ballots - May 7, 2008
- (e) Candidates notified - May 7, 2008

NBTA/Beaverbrook/Hagerman Interest-free Loans — March 31, 2008

Centennial Award Nominations — April 1, 2008

Aliant Award Nominations — April 1, 2008

Outstanding Educational Leadership — April 1, 2008

Branch Resolutions for A.G.M. — April 1, 2008

A.G.M. Registration of Delegates — April 1, 2008

Employment Insurance Rebate Report — June 1, 2008

Registration of Branches — June 1, 2008

Report of Branch Meetings — June 1, 2008

Names of Branch Committee Chairpersons — June 1, 2008

NBTA Council Annual Reports — June 13, 2008

OTHER IMPORTANT DATES

NBTA AGM — May 30-31, 2008

Retiring Teachers' Luncheon — May 31, 2008

Win Cash Prizes
Classes and
Groups are
Eligible for
Additional Prizes

The Canadian
**ABORIGINAL
WRITING**
Challenge

A Project of the Dominion Institute

Congratulations to the 2007 winners Kerissa Dickie and Chantelle Cheekineew

What Story Will You Tell?
*Are you between the ages of 14-18 and 19-29?
Showcase your creativity and explore your heritage.*

www.our-story.ca 1-866-701-1867. DEADLINE IS MARCH 31, 2008.

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“... and we teach.”

Hello to all:

This is a copy of a “Talkback” email read by Terry Sequin on CBC Information Morning on November 30. The title of the “Talkback” is “.....and we teach”.

“My name is Gail Fellows-DeGrace and I teach Kindergarten and Music at Donald Fraser Elementary School in Plaster Rock. I heard the CBC piece about the Salisbury school club organized to help students learn to tie sneakers. Many teachers probably had my reaction, “that’s a great idea”, while other listeners reflected that it’s a sad state when schools have to do so many of the things parents used to. But, it’s all in a day’s work for the elementary teachers that I have had the privilege to meet and work with across our province.

We bandage knees, pull out teeth, go home with vomit-stained pants, wipe noses and the occasional rear

end , administer antibiotics, carry anaphylactic needles, pick nits, squish live lice, peel diarrhea-stained underwear off kids too sick to take care of themselves, cover them up on a sick bed because there is no sitter *and we teach.*

and the bruised; weep with children for their sorrow and often fear about their tomorrows; we beg social services to step in when we know they cannot; our hearts break many, many times *and we teach.*

Our regular everyday school situations often demand that we take on duties of the school nurse, the psychologist, the social worker and the speech therapist; we organize clubs for those who

never do homework, coach intramurals to encourage children to be active; introduce the concepts of rules, routines and manners to those who are unruly *and we teach.*

We do whatever the situation demands each day; we do it as well as we can because we care enough to hope we make a difference *and we also teach children how to tie their shoelaces.*

Gail Fellows-DeGrace
November 30, 2007

WE CARE ABOUT KIDS

We make sandwiches for those with empty lunch boxes, drive other people’s children to and from activities, scrounge for countless sneakers, snowsuits and boots for those without , make sure children in need will have food for the holiday season *and we teach.*

We laugh with children because their innocence is contagious, we shout inside when a child has a long- awaited success; we counsel the fearful, the broken, the angry

→ Teachers’ Vacation Specials! ←

• Easter in New York

(5-day tour of NY)
March 20-24, 2008

- 2 nights accommodations the Best Western President
- 2 nights accommodations in Portland ME
- Exclusive group dinner at the Famous Playwright Tavern
- Full morning guided tour of NYC
- Up to 25% off tickets to most Broadway shows; call us to book
- Attend New York’s famous Easter Sunday Parade
- Experienced tour manager who KNOWS NEW YORK

From \$575 + taxes per person

Call today and book your seat to see Broadway in New York!



• Daniel O’Donnell Tour

Live at the Halifax Metro Centre
May 30-31, 2008

- Overnight accommodations at Cambridge Suites (downtown)
- Hot buffet breakfast
- Premium seat for O’Donnell’s, “Can you Feel the Love” Concert
- Gourmet buffet dinner; roof top dining at World Trade Center’s “Windows”
- Baggage handling fees; professional services of experienced tour director

From \$299 + taxes per person

\$150 deposit by April 1, 2008



• Ireland in July!

Explore the Country Roads of Ireland!

July 6 - 19, 2008

- Deluxe European motorcoach transportation
- First class hotel accommodations
- Most meals
- All taxes and baggage handling fees
- Experienced tour director from Collins Tours & Insight Vacations

Call for pricing and details!



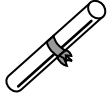
Collins Tours & Consulting Ltd.,



Toll free 1-888-636-8080,
www.collinstours.ca

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Margaret Sophia (Fraser) Cox Scholarship Frank Hazen Rouse Scholarship Belle McLeod Rouse Scholarship



These scholarships are awarded by the "Teacher Education Trust" set up by the late Dr. Irvine B. Rouse. The awards amount to: Margaret Sophia (Fraser) Cox Scholarship - \$200; Frank Hazen Rouse Scholarship - \$200; Belle McLeod Rouse Scholarship - \$200.

Scholarships are offered to enable the recipients to enrich their background through travel and/or study. The award must be used either during the summer of 2008 or within the academic year following. Applicants, including teachers, principals and vice-principals, must be currently serving as co-operating teachers for the Faculty of Education.

Applicants must be Canadian citizens or landed immigrants on a continuing teacher's contract in the Province of New Brunswick. A condition of the award is that the recipients continue to accept student teachers upon request, and teach in New Brunswick during the year in which they receive the scholarship (education leaves excepted).

While applications are considered from those intending to obtain further academic qualifications, there is no requirement to follow specific courses. The Committee will judge applicants on the value of the projected travel and/or study to their work.

Send applications to "The Margaret Sophia (Fraser) Cox, Frank Hazen Rouse, and Belle McLeod Rouse Scholarships," c/o Dean, Faculty of Education, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3, **before May 16, 2008.**

Letters should include a brief statement of the applicant's experience, qualifications and involvement as a co-operating teacher, an outline of the purpose for which the Scholarship would be used, with details of location, duration and estimated costs, where possible. Please include your address and telephone number.

CANADA'S NATIONAL HISTORY SOCIETY

GOVERNOR GENERAL'S AWARDS

FOR EXCELLENCE IN TEACHING CANADIAN HISTORY

2008 Governor General's Awards Celebrate Quebec City's 400th Anniversary

Canada's National History Society is pleased to announce a call for nominations for the 13th Governor General's Awards for Excellence in Teaching Canadian History. We urge History and Social Studies educators to submit their unique teaching approaches to the program. The rewards are great!

To mark Quebec's 400th anniversary, the History Society has commissioned a spectacular illustration and timeline of Champlain's Habitation. The poster will be mailed to Canadian schools as an invitation to be involved in the Awards. Aligned lesson plans are offered at <http://www.historyociety.ca/kayak/ezine/pdfs/KIT-2008-JanFeb.pdf> and <http://www.champlain2004.org/>

[index2.html](#). Posters arrive in mailboxes March, 2008.

A Career Highlight!

Six recipients are awarded \$2,500, a medal and a trip for two to attend the Awards festivities and official ceremony with Her Excellency, the Right Honourable Mich elle Jean, Governor General of Canada.

Six Schools Share in the Winnings!

An additional \$1,000 is awarded to the recipients' schools.

All Approaches are Welcome!

Canada is rich in stories and there are countless ways to tell them. Elementary, middle, and senior teachers are welcome to share their

approaches. Teachers can present their work individually, as a group, or be nominated by a student, parent or colleague.



**Deadline for Submissions:
April 25, 2008**

Here is how to apply:
Rules: <http://www.historyociety.ca/gga.asp?subsection=ru>

Form: <http://www.historyociety.ca/gga.asp?subsection=nom>

Information: prixggawards@historyociety.ca 1-800-861-1008

“Working Together as a Family” Leads to Award for Fredericton Principal

Greg Moffitt returned to Garden Creek School from Christmas break to find one last present under the tree, or at least in e-mail form on his computer. He had been honoured as the sole New Brunswick recipient of this year’s Canada’s Outstanding Principals Award from the Learning Partnership. Moffitt is in his sixth year as principal of the elementary school and is clearly touched by getting an award for doing something “he loves.” He has received numerous e-mails and other forms of congratulations from parents, students, and staff, including a call from one of his former high school teachers, who is currently out of the country.

Moffitt says his school, whose staff, students and parents go by the collective nickname of “Creekers” and have a ubiquitous frog as a mascot, is a special place. We’re a

family. We work together and play together. We have our ups and downs, but all close-knit groups do.” He will go to Toronto for a week at the end of February to receive his award, but also continue with some management training and consultations with national leaders in education and business. The Learning Partnership is a national non-profit public education advocacy group.

Greg says it’s no secret that school administration is a tough job, but the thanks he receives from the



children and parents makes it worthwhile. Despite the challenges, he continues to encourage excellent teachers to give it a try, and is proud that many of his teachers are in various stages of moving toward this role.



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Skills for Administrators

Walking the Line Between Professionalism and Productivity

On January 22nd and 23rd, forty-two principals and vice-principals from around New Brunswick gathered to explore the line they walk each day in their role as both a colleague and a supervisor in our schools. The two days were filled with opportunities for professional conversation, dialogue and case studies regarding Policy 701 & 311, as well as the NBTA Professional Code of Conduct. Staff from NBTA, NBTF and the Department of Education collaborated to organize and make this experience an informative one for participants.

The Skills for Administrator Series is a tri-partner initiative of the NBTA, Anglophone School Districts and the NB Department of Education.



Skills for Administrators Series:

A Workshop for School-Based Administrators

Sponsored by the NBTA, School Districts and the Department of Education

Preparing and Supporting Leaders of Tomorrow

Date: April 28, 2008 (9AM - 4PM)

Location: NBTF Building, Fredericton

Facilitators: Beverley Park (NLTA), Melinda Cook (NBTA), Ardith Shirley (NBTA)

Participants: Open registration; Limit 40

Registration Deadline: April 14, 2008



Tired of feeling like you have to do it all? Research clearly shows that our most effective schools are ones where distributed leadership flourishes. In this workshop, administrators will explore tools and strategies that initiate and promote distributed, sustainable teacher leadership in their school community.

Please fax the registration form to:

Ardith Shirley, Director of Professional Development, at 506-453-9795.

Skills for Administrators Series 2008

Name: _____

School: _____

Email: _____

I wish to register for:

___ **Preparing and Supporting Leaders of Tomorrow** (April 28, 2008)

You will be emailed with a confirmation of your seat.

Princess Elizabeth School Teachers Recognized for their Contributions

Three teachers from Princess Elizabeth School in District 8 were recognized this year for their dedication to their students, school and community.

Nominated by parents and students, **Harold Coughlan** and **Ralph Gray** were two of nearly 6000 teachers from across Canada whose names were submitted to Canadian Family Magazine for their first Great Teacher Award. They were also two of six teachers from across the country that were recognized as "Great Teachers" by the magazine for going above and beyond in their jobs.

Identified as "the dynamo", Harold Coughlan's philosophy of "know myself and know my students" flows into everything he does at school, whether it is using songs and games to teach his grade six French Immersion class or coaching/ supervising students in many extracurricular activities after school and on the weekends. Parents have identified Harold as someone who instills confidence in his students and expects their very best.

The Rolling Stone (aka Ralph Gray) is one of those teachers who can turn a student around. Described by his students as someone who "respects the kids' interests and

places importance on what they have to say", Ralph knows the importance of being involved with his students and giving them a way to be successful in school. In Ralph's twenty-five years as a teacher, he has had a significant impact on many students, both in the classroom and in extracurricular activities. A large number of these students have kept in touch after graduation.

Angela Marr has been a teacher at Princess Elizabeth School for a number of years. During this time she has had the opportunity to work with students of diverse cultural, ethnic and socio-economic backgrounds. Although this can present challenges to many people, Angela promoted a culture of acceptance in her classroom and the



(l-r) Kathy Olive (Principal, Princess Elizabeth School), Harold Coughlan, Angela Marr, Larry Jamieson (NBTA Director of Teacher Welfare Services). Missing from photo is Ralph Gray.

school regardless of a student's background. She has promoted peace in the school, in the community and around the world. Using a number of activities, Angela has enriched her students' lives by letting them experience others' cultures and has increased their awareness of life in Third World countries. For these reasons, she was recently awarded the YMCA Peace Medal.

Twenty-Seventh Annual New Brunswick Mathematics Competition (for Grades 7, 8, 9)

Friday, May 9, 2008

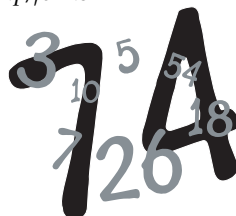
Forms will be sent to the principals by the beginning of February. Preliminary application forms should be returned by **March 7, 2008** and final application forms should be returned by **April 11, 2008**.

Forms can also be submitted electronically by accessing:
<http://www.math.unb.ca/mathcomp/forms>

For further information contact:

Fredericton (UNB) — Dr. Bob McKellar
(506-453-4768), mckellar@unb.ca

Moncton (U de M) — Prof. Paul Deguire
(506-858-4155), deguirp@umoncton.ca



Salary Deferred Leave Plan 2008-2009

Application forms
are available
from District Offices.

**Application Deadline
is
February 28, 2008.**



School-Based Learning Team Grant Recipients 2008

The NBTA is pleased to announce the recipients of this year's School-Based Learning Team grants. This year there were five grants available. All five were sponsored by the NBTA.

Each SBLT grant is valued at \$1000.00 and allows the team to explore an area of student learning they have identified as a priority for their team. The team has full autonomy to spend the grant as they wish. Past teams have used the funds to provide release time for team members to collaborate, purchase resources, produce materials for sharing, or provide honoraria for expert speakers to support the work of the team.

Generally speaking, successful team applications were well developed and specific. This specificity was often the deciding

factor for the committee. Preference was given to those teams who had narrowed their focus and had identified both specific and unique learning goals. The selected applications also provided enough detail to indicate that there had been much thought given to the goal of the team and the manner in which they hoped to achieve that goal.

Thanks must be sent to all teachers who submitted an application. The committee had a very difficult time selecting and wished they had more grants to award to the many worthy applications! We trust that all who

submitted an application benefited from the experience of thinking and working together as a team and collaborating to improve teaching and learning. Perhaps some will take their ideas and seek alternative support for their worthwhile ideas?


The recipients of the grants will receive their cheques by mail, along with the Team Log Book for keeping record of their work and expenditures. The work of the team may extend to next December.

We look forward to hearing of the exciting innovations and experiences their work will generate!

Grant Recipients	Honorable Mention
<p>Pennfield Elementary School <i>Positive Learning with Visual Arts</i></p> <p>Sussex Corner School <i>Reshaping Written Magazine Pieces</i></p> <p>Centreville Community School <i>Comprehending Comprehension</i></p> <p>Riverview High School <i>Enriched Literature Groupings: Cross Curricular</i></p> <p>Jacquet River School <i>Environmental Awareness and Activism</i></p>	<p>Blacks Harbour School <i>BHS Primary Improvement Plan</i></p> <p>Harvey Elementary School <i>Creating a Collaborative Climate for Success in Kindergarten</i></p> <p>Hubbard Avenue Elementary School <i>Dream Team (Data Related Evaluation of Achievement in Math) Success Through PLC Practices</i></p> <p>Park Street School <i>"Empowering Learners" to Improve Student Writing</i></p> <p>Simonds High School <i>Improving Usability of Web-Based Learning</i></p>



IT'S NOT OKAY...



... to assume everyone is heterosexual.

If this is happening in your school, you have a professional obligation to address it. Contact the NBTA, your employer, or email NBTA Equity Committee members, Danielle Cormier (cormidan@nbed.nb.ca) or Richard Blaquiére (richard.blaquiere@nbed.nb.ca) if you have concerns or need help.

- Inserted by NBTA Equity in Education Committee

NBTA Anti-Homophobia and Anti-Heterosexism — Policy —

Recently, several issues of the *NBTA News* have contained a series of ads entitled, "It's Not Okay." These reminders originated from the work of the NBTA Equity Committee, that had developed the "Anti-Homophobia and Anti-Heterosexism Policy," approved by the Board of Directors last April. Several copies of the bright green "Resource Guide" booklets were sent to schools in the fall, but many teachers may not have had a chance to see it. The policy promotes equity and inclusiveness for all students, parents, and teachers in

schools and advocates for an educational system that is safe, welcoming and affirming for all sexual orientations and gender identities.

While most people are probably aware of the meaning of homophobia, heterosexism may be a new concept to some. It is the assumption that everyone is or should be heterosexual and that this lifestyle is superior. All persons, including BGLTT (*Bisexual, Gay, Lesbian, Transgender and Two-Spirited*) should be free from harassment,

discrimination and violence and be treated fairly and with dignity. The NBTA believes that the role of educators is critical in creating positive change in society. Teachers must educate themselves, reflect upon their own attitudes and behaviours and model respect, understanding and affirmation of diversity. **The NBTA Anti-Homophobia and Anti-Heterosexism booklet is available on the NBTA Website by clicking the green panel on the main page, and the policy itself can be found under "Documents: Brochures."**

Service Contract NBTF Group Insurance Liaison Officer



The NBTF is the bargaining agent for all anglophone and francophone public school teachers in the province. It offers to its active and retired members a full range of group insurance coverage including health, dental, life, AD & D, travel and salary continuation. These plans are managed by Trustees with the assistance of a consultant.

The main duty related to this contract is to assure a liaison between members, Trustees, policyholders and the consultant. The person filling this position will assist individual members in some situations and will also provide various administrative services to Trustees.

Candidates should have knowledge/experience in the area of group insurance plans and fringe benefits. The person must have superior spoken and written skills in both official languages and should be able to make presentations to individuals and groups.

This contract is renewable yearly and is equivalent to a half-time position. Service will begin on or about June 2, 2008. The workplace is situated in Fredericton and occasional travel may be required.

Applications should include a resume and provide the names of three references. Please apply on or **before February 29, 2008** by email or marked "**confidential**" to:

Robert Gagné, Executive Director
New Brunswick Teachers' Federation
P.O. Box 1535, Fredericton, NB E3B 5G2
gagnerob@nbnet.nb.ca

Detailed job description can be accessed at www.nbtf-fenb.nb.ca under "Group Insurance".

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1-800-561-1727

Niel Cameron, Districts 2, 15, 16

1-888-763-5050

February – Mental Health “Nourish Your Spirit”

Did You Know?

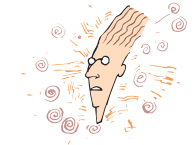
What is Mental Fitness?

Mental fitness helps us to achieve and sustain a mentally healthy state, just as physical fitness helps us to achieve and sustain good physical health.

Having good mental health enables us to more fully enjoy and appreciate our environment and the people in it. We can often better resist stress and tackle our challenges in a positive frame of mind. It allows us to be creative, to use our mental abilities to the fullest extent and make the most of opportunities.

People’s responses to stress, and difficult events, are as individual as the people experiencing them. So everyone will assess and measure their mental fitness in different ways. But there are common factors which facilitate good mental health. By considering some of these factors, it is possible to identify how we can improve our mental fitness.

- **Realistic attitude** – When we are able to feel and draw on optimism, a sense of perspective and flexibility, we gain the resilience needed to endure shock, hardship or change, and to carry on with our lives.
- **Self-esteem and confidence** – Instead of focusing on what we are lacking, we need to focus on the qualities we do have that make us a good friend, a valued colleague, a loving parent or family member.
- **Emotional support** – Close ties with family and friends build support networks through which we receive help and, in turn, help others.
- **Mental agility** – Giving our minds and bodies a workout by engaging in a variety of mental activities – such as reading a book, solving crosswords or playing a musical instrument – enhances mental agility and promotes overall wellness.



— www.cmha.ca

Suggested Activity from the Binder

Progressive Dinners



Suggested Website from the Binder

Work Smart, Live Smart – www.worksmartlivesmart.com



A Touch of Humour

Stress Busting With Humour – Reframe your stressor

- Take five minutes to write down “What’s working”, “What’s positive” and “What’s remotely funny” about an issue causing you stress.
- Imagine the worst-case scenario. Exaggerate and have fun with the wildest possibilities to gain a more balanced view of a problem.
- Imagine a positive reference point for you – last summer in the cabin, last weekend at the ski hill – anything that allows your mind to travel to a positive place.
- Create your own silly version of a “Top-10 Ways to Deal With Stress” list and then read it to yourself the next time you’re feeling stressed out.
- Have a slogan or goofy song to recall every time you face a stressful situation.



You Can’t Be Serious — Michael Kerr

Announcements

TESL Canada 2008 Conference

TESL-NB (Teachers of English Second Language in New Brunswick), in co-operation with TESL-NS, will be hosting the TESL Canada 2008 Conference in Moncton, NB on May 29-31.

The title of the conference is *Uncovering Discourse* and will feature keynote addresses by Scott Thornbury and Jeremy Harmer, both of whom are considered experts in the field of second language education. A number of symposia and presentations are also scheduled for the conference. For more information, please go to the following website www.teslins.ca/conference.html

Canada's National History Society's Website

www.historysociety.ca is home to a variety of history-based educational resources, outreach programs, activities and contests for all ages. The CNHS offers classroom ready lesson plans and web resources. Lesson plans can be sourced by grade level, by themes and by eras. Download articles from current and past issues of the CNHS's publications — *The Beaver*, *Canada's History Magazine* and *Kayak*, the history magazine for kids.

Curriculum-Based Environmental Resource

Ten years ago, the *EcoVoyagers* school program was launched to help students understand their Eco-Footprint — a tool to measure how much nature we use and help us live sustainability with the nature we have. This year a revitalized *EcoVoyagers* program and website — EcoVoyagers.ca — have been introduced which encourages young Canadians to take an even bigger step toward reducing their impact. The Ecological Footprint is made up of five categories: water, transportation, energy, food and garbage. The updated version of the *EcoVoyagers* curriculum-based educational resource is now available. Designed for grades 6-9, the kit includes a four-panel giant poster, teacher's guide, answer sheets, extensions, and student

book. Free copies of this kit are available at www.4edu.ca.

For additional environmental classroom activities, teachers are invited to visit the new EcoVoyagers.ca.

March Break Workshops for Kids

The UNB College of Extended Learning will be offering the following courses March 3-7, 2008:

- Jewelry Extravaganza (ages 6-9)
- Kidzview Photo Camp (ages 10-4)
- March Madness Masterpieces (ages 6-9)
- Outdoor Skills (ages 10-14).

For further information, contact: ahowells@unb.ca, 453-4623, www.cel.unb.ca/pce

Get Smart. Get Active Tour

This tour will consist of a self-supported bike ride, completed by University of Victoria student, Tyler Duncan, on March 31 in Victoria, British Columbia and ending in St. John's, Newfoundland. While crossing the country, Tyler aims to talk to students, teachers, administrators, and parents, to help raise awareness about the need for quality daily physical education and daily physical activity in children's lives. The tour will also aim to raise \$100,000 for charities involved in the advocacy of physical activity and education.

We are currently trying to organize a speaking tour that will address the need for physical education and activity in our schools and communities. For further information, please contact us at (250) 893- 8686 or getsmartgetactive@live.ca. You can also visit our website at www.getsmartgetactive.com.

Math E-Newspaper Available

The *Math Coach Chronicle* is a free bi-monthly e-newspaper dedicated to supporting teachers in the field of mathematics. Plans for MCC is to create a Professional Learning Community (PLC) that can connect math educators across the country and around the world. Contributions and collaborations from our subscribers are encouraged.

Further information is available from the website: <http://www.igetmath.com/mcc.php>. You can click on the "Want to learn more about the Math Coach Chronicle" link to see a description of what the MCC offers its readers/subscribers. You can then choose the "Already a subscriber?" link to see the inaugural issue.

ASF Fish Friends Program - 2008

This is a reminder to all teachers involved in the program this year to have your tanks cleaned and filled and running at a water temperature of approximately 4-5°C. If you are able, please arrange to have someone check the temperature of the tank over the March Break to ensure it remains at that temperature.

We will be delivering eggs to most schools the first 2 weeks of March Break.

If you have any questions or comments, please don't hesitate to contact: Patricia Edwards, ASF NB Regional Director, Tel: 506-536-3051 e-mail: edwards1@nb.sympatico.ca

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