

NBTA News

February 24, 2009
Vol. LI, No. 3

New Brunswick Teachers' Association

Vice President Election Approaches

by Blake Robichaud, NBTA Director of Communications



Grant Hendry



Heather Ingalls



Heather Smith

The April 2009 election will feature three candidates for the position of NBTA Vice-President: Grant Hendry of Miramichi, Heather Ingalls of Grand Manan, and Heather Smith of Bathurst. The successful candidate will replace Noreen Bonnell when she begins her term as NBTA President in August. All three candidates have many years of experience serving the Association at both the local and provincial levels. Statements outlining their views on many important issues are included in the next few pages of this issue.

The NBTA Vice-President serves on the Executive Committees of both the Association and the NBTF and also plays a role in negotiations, although this will not be necessary during this particular mandate. There are also additional responsibilities with the Council of Atlantic Provinces Teacher Organizations and the Canadian Teachers' Federation. It is a one-year term, and in April 2010 an election will be held for the position of Vice-President/President Elect.

It is essential that teachers do not vote before the week of April 20-24. The candidates will have grueling

schedules as they try to meet with as many members as possible in over 200 schools in a very short period of time, but hopefully you will have an opportunity to meet them and discuss some issues. Your input is vital, as the Vice-President plays such a key role in helping guide the NBTA.

Student Activity Transport

The NBTA Ad Hoc Committee on Student Activity Transport has submitted a report to the Department of Education. One of the Committee's major conclusions was that schools and school staffs cannot provide essential extracurricular and co-curricular learning experiences on their own. The Department of Education and School District must step forward to assist with vehicle procurement, ownership, maintenance and insurance. Otherwise, students from lower-income families, and small or remote schools could be disadvantaged. The Report on Student Activity Transportation is available on the Member's-Only section of the NBTA website.

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Next Final Copy Deadline
For NBTA News:
Thursday, April 2



Grant Hendry - Statement

The New Three R's: Recognition, Respect and Reward

It is once again an honour to be nominated to run in this year's election for Provincial NBTA Vice-President. Since I began teaching in 1980 I have worked at a variety of grade levels and schools, including District Office and Vice Principal. I served two terms as Branch President, and I am in the middle of my second term as Director for Branch 1608.

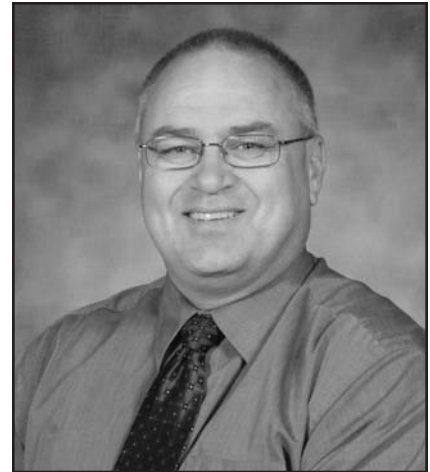
Over the course of my teaching career, I have served on several provincial/regional committees and High School Council. I was also elected to the Association and Federation Executive Committees in my first term as Director and currently sit as Acting Past President.

My goal as your Vice President is three-fold: **recognition, respect** and **reward**. *Recognition* suggests different things to different people. The New Brunswick Teachers' Association exists to, "advance and promote the cause of education..." and, "to raise the status of the teaching profession." My promise to you, when you elect me as your Vice President, is that I will work on your behalf to do exactly that.

Recognition of what we do on a daily basis as teachers will go a long way towards garnering the **Respect** we deserve as the highly-qualified

professionals that we are. New Brunswick has one of the most qualified teaching professions in Atlantic Canada, with the majority of our members having a minimum of two degrees. Not to mention countless hours in professional development sessions designed to improve our ability to cope with the ever-changing face of teaching today's children. We are taken to task in the media over contracts that are 'out of touch with reality'. Anyone who has spent any time in today's classroom, or with anyone who is a teacher, knows all too well what our reality is. To suggest that we all simply put our feet up at 3:30 is simply a testament to the fact that they just do not get it. As your Vice President, I will respect your hard work and efforts on behalf of the children of this province, and I will work on your behalf to enhance your image with the public and in the media.

Reward, of course, can be financial, but it can also mean improved working conditions. We have a novel opportunity over the next few years to work with government to improve the workload and working conditions of teachers, without the specter of negotiations over us. The Joint



Grant Hendry

Committee on Teacher Allocation and Teacher Workload has the chance to make changes that will impact the classroom of every member. We **MUST** take advantage of this chance to significantly improve the situation we all face in our classrooms.

I encourage you to contact me with your concerns and questions. Please take some time to view my campaign materials. Texas Teacher of the Year, M. Ignacio Tinajero, says, "A vision without action is but a dream; action without vision is a waste of time; but vision with action can change lives". Elect me as your Vice President and together we can have both vision and action to improve education in New Brunswick, both for you as teachers and for our students.

Contact Information

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Heather Ingalls - Statement

Don't Just 'Do Something' Take a Stand

Teachers across the province recently breathed a collective sigh of relief as we put ink to a new collective agreement. The letter of understanding with the employer to examine issues relating to classroom composition is a critical gain. Now, the employer must be shown concrete examples of the needs that exist within our system and be made to understand how seemingly minor fiscal decisions can translate into grim classroom realities. Preventing this eventuality is a primary concern of the NBTA Board, as I witnessed during my six years as a Director. The NBTA will continue to play a key role in influencing educational policy in this province and as **Vice President, I would have the energy, experience and persistence to be a valued member of the team.**

Temporary measures and all-encompassing policies are not going to solve the issues that exist in our system today. Everyone wants to be seen as 'doing something' to improve the education the province's children are receiving. However, activity without focus, consistency and support is wasted energy. The knowledge and ability needed to swing the education pendulum in the direction of success is right here within our provincial borders, standing at the front lines of the classroom. **We must strive to recognize the experts among us and improve communication not only with the employer, but between teachers as well.**

Thousands of education dollars and hours are spent each year in purchasing, developing, distributing, collecting, marking, reporting on, and debating the results of standardized tests, and to what end? Repeatedly reporting poor results is at best demoralizing for both the students and their teachers. Teachers find means other than formal testing to gauge students' progress before we

inadvertently persuade them they have no hope. Department focus, however, is divided, voicing support for differentiated instruction and



Heather Ingalls

PLC's, but insisting upon standardized assessments. During my term on the Curriculum Committee, we attempted to point out this dichotomy to the assessment branch and while we made some gains, the work is not complete. **I believe that we as teachers need to continue to resist testing for the sake of data and persist in our efforts to advocate for what is best for our students.**

Another ongoing issue is that of the unique situations that arise in rural schools. The Department of Education continues to allow over-dependence on distance education courses. Rather than re-examining the formulae by which schools are staffed, blanket policies are employed, and all schools are expected to cope. **I believe that every student in the province has the right to a teacher for core courses, not just a computer screen.**

As regulations change, it becomes increasingly difficult to schedule tournaments and activities, let alone find ways to transport students to them. No one can argue against

keeping students safe, but the finalized policy must not result in the crippling of longstanding programs. Minister Lamrock has stated that he wants every child to find something about which he or she is passionate; for some, extracurricular pursuits fill this need. The NBTA has consulted with teachers. **We must be sure the employer hears and responds to our views.**

I, for one, have had enough of band-aid and broad-stroke approaches to handling educational issues. My slogan, "**Don't just 'do something'. Take a stand**" is meant to convey my hope that the teachers of New Brunswick give me the opportunity to advocate for improvement in our system for students and teachers alike, and to promote directed change. We know that kids come first; let's show our policy-makers what that really means.

**Heather Ingalls:
Energy, Experience,
Persistence**
To share your ideas or
concerns, please
contact me at
ingalhea@nbed.nb.ca
662 8256 (h) or
662 7000 (w)

Heather Smith - Statement

PASSION My passion for the needs of individual students I teach mirrors my passion for the needs of individual teachers. I began my involvement in NBTA early in my career at the Branch level. Most recently I represented the teachers of Branch 1542 on the Board of Directors for five years. I am honoured to be running for the position of Vice-President in order to bring my passion to the provincial level.

EXPERIENCE *NBTA Executive* – For three years the Board of Directors elected me to the executive, believing I would make sound judgments. During my last year with the Board, I was elected to serve as Acting Past President. These experiences have provided me the opportunity to be involved in decisions that drive the NBTA agenda for teachers.

NBTF Executive – I represented NBTA for three years on the Executive of The New Brunswick Teachers' Federation. This opportunity increased my understanding of the collective bargaining process and the resulting collective agreement.

COMMITMENT As a result of teaching for 26 years in various schools, at several grade levels and in different parts of New Brunswick, I have developed a sound philosophy for positive change that represents the beliefs of teachers. I commit to moving this agenda of teachers forward.

I believe that the workload of teachers must be reduced if teachers are to meet the needs of the students in their classrooms. At the signing of our contract in December, a Joint Teacher Allocation and Workload Advisory Committee was struck. Its mandate



Heather Smith

is to make recommendations within two years. It is of utmost importance that this committee actively seeks and considers the views of classroom teachers.

I believe that changes in the present process of the development, analysis and reporting of results of province-wide external assessments are essential. NB teachers must be involved in every step of the assessment process, from the development of the assessments to the marking of them. Assessment results are used to compare the achievement of NB students with

those in other provinces; do other provinces include special needs students in their results? Assessment data reported publically needs to be presented so it is not easily misconstrued by parents, the public and the media. If the Department continues to demand that “provincial assessments function as a reasonable and cost-effective gauge of an individual student’s or school’s overall achievement”, then schools need to receive detailed individual student results and these results need to be tracked over time. Only then should data from provincial assessments be added to in-school data in order to drive school improvement planning with the aim of improving student achievement.

I believe that the education system, specifically teachers, cannot be solely responsible for the seamless delivery of services to children. Schools need to be environments that are conducive to teaching and learning. The present government is on record that it will implement the targets of The MacKay Report. Although the Ministers of Health, Social Development, Public Safety and Education have met over the past two and a half years, there has been little to no change in the delivery of services to children at the local level.

A vote for Heather Smith is a vote FOR teachers. I'd love to hear from you. Contact me at:
heather.smith@nbed.nb.ca OR
www.heathersmithforvp.ca

**Passion Experience Commitment...
moving the agenda of teachers forward**

“Negotiations, Council Day and Educational Leaves”



Brent Shaw

As you read this, hopefully the numbing cold of January has passed us by a little bit, but even if it is still with us, you should be able to see a few signs of spring not too far over the horizon.

While we have put **Negotiations**, in an official sense, behind us, we are in a bit of a unique situation with this particular agreement. A lot of essential work will be ongoing in several areas.

The **NBTF Teacher Allocation/Teacher Workload Committee** will provide a forum for discussing ways of improving the education system cooperatively. Clearly, workload and classroom composition remain outstanding issues for teachers. There will also be consultations on revisions to Policies 701 (Pupil Protection) and 703 (Positive Learning Environment) and discussions about School Violence, Safe Schools and Cyber-bullying. Also, a Distance Education Committee will examine the delivery of on-line courses.

I am truly excited, as I hope many of you are, about the program that has been put together for the **Combined Council Day in Moncton, May 1st**. There truly will be very few conferences, if any, nationally this year that can rival *Learning Today-Teaching Tomorrow II*. **Registration is on-line only** and we are continuing with a number of efforts to make the process both as easy and green as possible. Please go to the website and check elsewhere in this issue of the *NBTA News* for lots more information about the conference. If I could leave you with one message, it would be that while NBTA members' council fees are covered through dues, it is vital that you register. We want to ensure that all

attendees are accommodated, but if we do not know how many teachers are coming, a lot of your dollars could be wasted. So...**PLEASE REGISTER EARLY!**

I would like to congratulate everyone who received an **Educational Leave** for the upcoming year. It might be useful to explain a little of this process to members, especially those who may have applied for a leave, but were not approved this time around. Leaves are awarded by a joint committee that has NBTA, Department of Education, and District representatives. Decisions are based upon a number of criteria, with strength of program, recommendations from Districts, number of previous applications, and many other factors considered. There is a specific amount of money allocated for this program, so in order to use as much of this as possible, sometimes leaves of shorter duration are granted toward the end of the process, partially because they fit the amount still unspent. In these few cases, it is possible that some other applications could be stronger, but unaffordable. As part of this process, I can say that I wish we could accommodate everyone, but unfortunately we can only be as fair as possible. Ed leaves are a great opportunity for teachers, so I would encourage those not chosen this time around to keep trying.

I am looking forward to seeing as many of you as possible over the next few months. My duties take me to many schools and meetings. If you see me at a local event, make sure you say “Hi,” and fill me in on your views of the latest issues.

2009-2010 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 2009-2010 school year. In all, fifty-one (51) 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 \$1,917,167. This year, because of the mix of full and part-time leaves, the Committee was able to grant 51 leaves. In the past few years, NBTA leaves were awarded as follows:

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
 2009-2010 — 51 leaves at \$1,917,167

Educational Leave Committee

The Educational Leave Committee, established under Article 37 of the Collective Agreement, met on January 12, 2009 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:

- Dawn Weatherbie - Dept. of Education
- Marcel Lavoie - Dept. of Education
- Andrew Hopper - Dir. of Education
- Claude Giroux - Superintendent
- Brent Shaw - NBTA
- Marcel Larocque - AEFNB
- Bob Fitzpatrick - NBTF
- Louise Landry - NBTF (Secretary)

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 2009-2010

- There were 129 applications from NBTA members.
- Funds available for educational leaves, determined by the formula in Article 37.03 of the Collective Agreement, were \$1,917,167; the AEFNB share was approximately \$854,908.
- Fifty-one (51) leaves (full and part-time) were granted to NBTA members.
- Forty-two (42) leaves were granted to females and nine (9) were granted to males.

Leaves Awarded

K-8	30
Grades 9-12	21

To Achieve

CERT V	9
CERT VI	16
Masters	22
Other	4

Areas of Study

Administration	8
Curriculum Studies	6
Fine Arts	1
French	2
Exceptional Learners/ Spec Ed/Spec Needs	7
Guidance/M&R/ Resource/Counselling	13
Literacy	5
Mathematics	1
Phys Ed	1
Technology	4
Other	3
Total	51

(25 Full-time and 26 Part-time)

Conclusion

When all is said and done, fifty-one (51) NBTA members will be happy to be receiving an educational leave, while seventy-eight (78) members will be disappointed, and at least some of these 78 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 2009-2010, 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 2009-2010 school year are listed by district. The length of the leaves varies from three (3) months to a full academic year.

Dist.	Name	Period	Dist.	Name	Period
02	Todd Adams	Year	10	David O'Leary	6 months
02	Tammy Constantine	Year	10	Kimberly Weeks	4 months
02	Lisa Cormier	6 months	14	Heidi Culberson	Year
02	Linda Davies	Year	14	Rien Erichsen-Meesters	Year
02	Robert Gaudet	Year	14	Susan Galbraith	5 months
02	Monique LeBlanc	Year	14	Tracy Graham	5 months
02	Jane Trainor	6 months	14	Jennifer Green	Year
02	Rachel Way	Year	15	Ann Landry	Year
02	Wendy White	Year	15	Curry Winchester	Year
06	Joanne Cormier	6 months	16	Candace Curtis	Year
06	Karrie Harris	Year	16	Catherine Hackett-Harris	4 months
06	Bonita Hayward-Demmons	5 months	16	Deborah Hill	6 months
06	Alyssa MacIsaac	4 months	16	Wendy McLaughlin	Year
06	Krista Saunders	6 months	17	Bonnie Bourgeois	Year
06	Jason Thorne	Year	17	Ronna Gauthier	5 months
06	Heather Whittaker	Year	17	Nelda Robbins	6 months
08	Frances Butler	Year	17	Jeffrey Toner	Year
08	Anne Gaudet	Year	18	Laura Allen	6 months
08	Sara Hayward	3 months	18	Lori Bidlake-Pinsent	Year
08	Amanda Hodgin	5 months	18	Janet Blizzard	6 months
08	Karen Kelly	Year	18	Marcie Connors	6 months
08	Leigh-Ann Laskey	6 months	18	Brandon Langille	Year
08	Philippa Mugglestone	6 months	18	Julie Maston	Year
08	Mark Phinney	5 months	18	Lisa Morrison	5 months
08	Tammy Walsh	4 months	18	Cheryl Storey	6 months
10	Marla Anderson	Year			



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The ELPA — the Good, the Bad and the Ugly

by Melinda Cook, Director of Curriculum and Finance

Between January 15th and January 22nd, hundreds of New Brunswick high school students wrote (or re-wrote) the English Language Proficiency Assessment (ELPA). Teacher responses to the exam and the process ranged from good to bad to ugly.

First, the good news: Teachers (and students) were relatively pleased with the writing portion of the exam. It seems that much of the feedback offered during the last year was incorporated within the writing component. The editing assignment was clear and appropriate, the writing prompts were topics that would connect with any New Brunswick high school student, and the length of the writing portion was reduced. Teachers were relieved to see some improvement with regard to the ELPA.

Next, the bad news: Despite having moved the dates to a point later in the school year, there were still problems with the administration of the exam. In some schools, grade 9 students were not required to write a mid-term language arts exam, and in some schools an extra day was added to the exam schedule in order to accommodate the ELPA. In those schools, writing the ELPA during the exam period seemed to be a positive move. However, in those schools that chose to have students write both the ELPA and a language arts exam in the traditional exam period, the period was particularly stressful. The inconsistency between schools and districts left some participants feeling they were being treated unfairly.

Unfortunately, the bad news with

regard to the administration of the exam does not stop there. Large high schools encountered huge issues with regard to the identification of those students in grades 10, 11, and 12 who had to rewrite. The Department of Education provides schools with long lists of students in alphabetical order. In larger schools this means that hundreds of students must be identified (without electronic aid), that dozens of courses have exams written with missing students, and that finding physical space in which to write the many sections of the exam is a challenge. Administrators in large schools indicate that it is not unusual to spend 60 or more hours of organizational time in order to arrange for the writing of the ELPA.

Although the administration difficulties might be perceived to put teachers and students in a “bad” mood, it is the reading component of the ELPA that truly makes them ugly. The bottom line is that the reading component, purchased from Alberta, treats our New Brunswick students unfairly.

Teachers have identified many problems within the reading component of the exam that lead them to deem the exam unfair. Some of those issues include:

- The exam is very long and text dense. Our exam guidelines indicate students have 90 minutes to complete the reading comprehension. In Alberta, the guidelines state that students have 105 minutes. Given the length of the exam, the extra 15 minutes could have a significant impact on the scores.
- The exam contains cultural

references that are not appropriate for our students. For example, one piece this year referenced work at K Mart. Many (most?) 15-year-olds in New Brunswick do not know what K Mart is.

- The exam addresses outcomes that are not used in our curricula. For example, the exam contained a question on parallel structure. High school English teachers tell me that parallel structure is typically taught in grade 11 in New Brunswick.

The concerns teachers have with the reading portion of the ELPA are many. The three listed above are only samples of the type of issues being raised by NBTA. Despite ongoing expressions of concern, the problems with the ELPA have not been adequately addressed by the Department of Education. The NBTA Board of Directors, in their February meeting, directed the NBTA to produce a document outlining teachers' concerns and demands for action, and directed the final document be hand-delivered to the Minister of Education.

The Curriculum Committee has been tasked with producing the report. To that end, the Curriculum Committee would appreciate hearing from members who have concerns and ideas regarding the ELPA. Any comments should be directed to the Committee via Melinda Cook at melinda.cook@nbta.ca. The Committee wants to hear all of the ELPA comments - the good, the bad, and the ugly.

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, NB E3B 5R6
Tel: (506) 452-1839
Email: melinda.cook@nbta.ca

**The application deadline
for 2009 - 2010 is:
March 31, 2009**

Resolution Submissions & Award Nominations

April 1st Deadline for Branches

Resolutions are a way of getting input from members regarding NBTA policies, by-laws, priorities and actions. Branches should discuss possible resolutions as soon as possible and vote on any put forward by their members. Remember, individuals can suggest resolutions, but they are only brought to the AGM if they have been voted on and supported by an NBTA Branch. Branch Resolutions must be submitted to Bob Fitzpatrick by the above deadline.

Three Major Awards are bestowed each year at the NBTA AGM. The winners are recognized as individuals, but it is clear that they represent the work of many thousands of their colleagues. Nominating a member of your branch for one of the awards can require a significant amount of work, so it is essential to discuss possible candidates as early as possible. Criteria, forms and other details are available at www.nbta.ca under "The Profession">"Teacher Awards." When mailing information to the NBTA, it is essential to clarify which award a teacher is being nominated for.

NBTA Centennial Award

Presented each year to an individual in recognition of having made a significant contribution to education in New Brunswick. It has traditionally honoured a long and prestigious career of involvement in the profession.

Aliant Award for Excellence in Teaching

Presented to an NBTA member, recognized by peers and the community, who exhibits excellence in teaching through ongoing commitment to students and pedagogical approaches.

The Vince Sunderland Memorial Award for Outstanding Educational Leadership

Presented each year to an NBTA member who is a principal or vice-principal, or to an in-school administrative team. It is sponsored by the Department of Education.

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 combined amount of the scholarships is approximately \$450.00.

The 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 2009 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, P.O. Box 4400, Fredericton, NB E3B 5A3, before April 17, 2009.

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.

Lessons from Highway 10

Since coming to work at the NBTA, a reality of my workday is that I spend more time than I might like in my car, driving the lonely road between my home in Chipman and our NBTF Building in Fredericton. (Or wherever else in the province my work may take me.) Most days I don't mind the drive – I like to think it gives me good “think” time. After two years, it has become part of my daily ritual, like brushing my teeth, washing my face or taking my medication.

Scarily, my commute has become so routine that there are some days I am horrified to realize that I have driven most of the way to town and can remember very little about the trip. Other days, the trip is very memorable due to terrible road conditions or a near miss with that Bull Moose that continues to challenge me for ownership of the road. More often than not, however, my drive is a gift of quiet reflection time allowing me to pay homage to that beautiful sunset or catch up with the world via the CBC.



There are many days when the drive seems too quick and I long for just a few more minutes of quiet in my car before having to enter the busyness of our office and the other realities of my day.

“...it is important that the teacher be present-minded and make intentional and consciously skilled decisions...”

As I consider teaching in relation to my commute over Highway 10, it strikes me that there may be some similarities. In her book, *Enhancing Professional Practice*, Charlotte Danielson refers to “Four Steps to Teaching Expertise”. These four steps range from “unconsciously unskilled” to “consciously unskilled” to “consciously skilled” and finally “unconsciously skilled”. Danielson suggests that teachers, who are in the first category, “unconsciously unskilled”, may not even know or recognize the complexities of teaching. “They may not even know what they don’t know.” She suggests that this stage creates as many potential traps for the teacher as the “unconsciously skilled” stage. Teachers reach this step when they



become so competent, they may not even question why they are making certain instructional decisions; they simply go on auto-pilot or cruise control, making decisions based on past experience rather than the context of their changing classroom.

Like a driver on the highway, it is important that the teacher be present-minded and make intentional and consciously skilled decisions that are based on the changing environment of their classroom and in the best interest of all students. Indeed, it is easy to underestimate the enormity of this task.

Like the consciously skilled teacher, I have come to the realization that each day my commute, although the same route, is never quite the same experience. Each journey is unique and is dependent on factors too numerous and complex to count.

Adith

Website of the Month

www.schooltube.com

SchoolTube.com is a website dedicated to student video and media sharing for entertainment and classroom use.



May I Recommend?

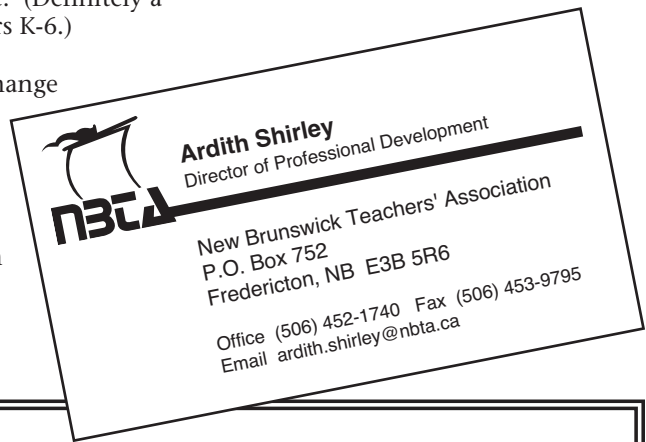
The January 2009 issue of *Educational Leadership* is entitled *Data: Now What?* and contains one of my favourite articles, "The New Stupid" by Frederick M. Hess, (pg 12-17). "Educators have made great strides in using data. But danger lies ahead for those who misunderstand what data can and can't do." Hess suggests that there are three key elements or trends emerging that may contribute to this "new stupid". Firstly, using data in half-baked, poorly thought-out ways. Secondly, translating research simplistically. And thirdly, giving short shrift to management data and allowing the system to be driven by standardized achievement data as opposed to a well-rounded data set.

Also worth checking out is Dale Willow's article in the December issue of *Education Canada* entitled, "Implementing a Balanced and Flexible Literacy Diet". Willow presents an overview of the principles of an effective literacy education by comparing the literacy components to "food groups" in Canada's Food Guide. (Definitely a must read for teachers K-6.)

"20 Minutes to Change a Life" by Ben Levin in the January issue of *Phi Delta Kappan* reminds us of the important role we as educators can play in the lives of our

students.

"As little as 20 - 30 minutes of supportive adult attention can often move a student from the wrong path to the right one...Study after study has pointed to the importance of personal connections in giving students, especially those facing real challenges, the desire to persist."



Closing Quote:

"We are assessing the children's literacy skills, so there will be no reading this week"

– note on the door of a London classroom

NBTA Professional Course Available — Winter/Spring

- This course is applicable to a Cert. 5 or should you hold a Cert. 5 and a Masters degree, the course may be used towards Cert. 6.
- Course may be taken also for professional or personal interest.
- Fee for this course is \$375 payable by cheque dated the first day of the course. Make all cheques payable to NBTA.
- Course requires 36 hours of instruction.
- Full description of the course is available at www.plsweb.com. Click Graduate Courses.
- Maximum seats per course: 24 (minimum numbers are required for a course to run).

Meaningful Activities to Generate Interesting Classrooms — MAGIC09SDOSJ

Meaningful Activities to Generate Interesting Classrooms is an exciting hands-on course that offers teachers opportunities to learn about and acquire a multitude of engaging activities that go beyond the textbook and worksheet. Participation in over 60 activities will give you practice in creating, evaluating and adapting ideas to your own specific curriculum needs - immediately useful in your day-to-day classroom at any grade level.

Dates: Friday evenings (6pm - 9pm) and Saturdays (9am - 3pm)
March 27 & 28; April 3 & 4, 17 & 18; May 8 & 9, 2009

Location: Rothesay Elementary

Instructor: Derek O'Brien

Registration Deadline: Tuesday, March 10, 2009

**Register online only: pay by credit card or send cheque payable to NBTA for \$375.00 to:
Ardith Shirley, Director of Professional Development, NBTA, PO Box 752, Fredericton, NB E3B 5R6**

School-Based Learning Team Grant Recipients 2009

In collaborative inquiry, teachers work together to identify common challenges, analyze relevant data, and test out instructional approaches. The idea behind this approach is that such systematic, collaborative work will increase student learning. (Jane L. David, Educational Leadership, Dec. 2008/Jan. 2009)

The NBTA is pleased to sponsor five grants for this year and to announce the 2009 School-Based Learning Team grant recipients. Each SBLT grant is valued at \$1000.00 and allows the team to collaborate on exploring 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 see fit. Past teams have used the funds to provide release time for team collaboration, purchase resources, produce materials for sharing, or provide honoraria for expert speakers to support the work of the team.

Grant applications were received from 13 teams representing 6 districts. Successful team applications were well developed and specific. Specificity was often the deciding factor for the committee. Preference was given to those teams who had narrowed their focus and had identified unique learning goals. The selected applications also provided enough detail to indicate that there had

been much thought given to the team's goal and the plan to achieve the goal.

Recognition must be given to all teachers who submitted an application. The thought and planning that teams put into developing their applications was evident. 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.

The grant recipients have received their cheques, along with the SBLT binder containing information to support the team record keeping requirements. Teams may extend their work until December 2009.

Grant Recipients

Saint Mary's Academy

Creating a Culture of Motivated Learners from Kindergarten to Grade 12

Blacks Harbour School

Primary Intervention Strategies

Milltown Elementary School

Enrichment Clusters - Bridging the Gap for Young Writers

Fredericton High School

FHS Language Passport

Oromocto High School

Grade 10 Literacy Workshop



Recognition of Common-Law Partners

During the fall sitting of the NB Legislative Assembly, government introduced legislation that has resulted in amendments to many pieces of provincial legislation with respect to the definition of common-law partners.

Effective December 19, 2008, an amendment was made to the Teachers' Pension Act that will replace the definition that was used between January 1, 2001 and December 18, 2008, to recognize common-law partners.

For the period between January 1, 2001 and December 18, 2008, common-law partner was interpreted to mean:

A person, who not being married to the contributor, had lived with the contributor, (a) continuously for a period of not less than three years in a conjugal relationship, or (b) in a conjugal relationship of some permanence where there was a child born of whom they were the natural parents; and had lived with the contributor in that relationship at the time of the contributor's death.

Under the amended Pension Act, common-law partners will continue to be eligible for survivor benefits and a division of pension credits upon the breakdown of a common-law partnership. **To be eligible as a common-law partner, a continuous period of two (2) years living in a conjugal relationship will be required.**

Anyone who has questions about this amendment should contact the Compensation and Employee Benefits Division at 1-800-561-4012 (anywhere in Canada) or 453-2296 (Fredericton area) and/or Larry Jamieson, NBTA Deputy Executive Director, at 452-1722.



This year we are helping to organize the Combined Council Day. The NBTA has set up an ad hoc committee to plan this day for all its members. The committee is made up primarily of Moncton teachers (this being the site of the Combined Council Day) as well as three liaison members (one from each council).

Alleviating Some of the Stress of Report Cards

There are many stressful events throughout the school year for a teacher: the beginning of the school year, Christmas concert, curriculum map planning, graduation. One that comes to mind for all teachers, regardless of the level taught, is the writing of report cards.

By the time this *NBTA News* issue is published, report card writing will be on the minds of most teachers in New Brunswick. Just thinking about them makes our blood pressures rise. There is stress before, during and after the writing. There is such a small window of opportunity to get them done and to get them done well. Once finished, there are also parent-teacher interviews to set up and conduct. It is no wonder that many teachers get the flu or sore throats right after the entire process is over.

No matter how you view report card writing, there are ways and strategies to help make the entire process easier. One of the major ways to help simplify this process is through technology.

With the recent addition of laptops for teachers across the province, it is now easier to complete the work thanks to this technology. The recent addition of programs like Markbook has made it possible to tabulate marks and has saved teachers many hours of adding and finding percentages by calculator. If your school does not have a time-saving program such as this one, inquire if it is possible to obtain a school copy. There is a tech mentor/lead in your school, as well as in your district who would be able to find out how to set this up for you.

This year at the elementary level, there is a reformatted report card system found on the portal. The new drop-down boxes are easy to use. When writing for those students on SEP's, their accommodations and modifications can be included as well. Being able to access report cards from home has also enabled teachers to write report cards in a comfortable environment.

When using technology, there is always the risk of running into problems. It is always a good idea to try out new technology a few weeks before you start writing your report cards. That allows ample time to get all of the bugs out before the stress of a looming deadline gets overwhelming. Printing out a mock report card beforehand can help you with this. If you are having trouble printing your report cards, or accessing them on the portal, technology mentors/leads would like to be able to fix things well in advance. Knowing that the only problem during this time may be writers' block will definitely help keep stress levels low.

There is always someone in your school who is technologically advanced and would be able to help you access the different programs available to simplify the report card writing process. The best PD can be offered by your colleagues right in your own school. Don't be afraid to try what is out there. It just might make the stress of report card time more manageable.

Erica LeBlanc
Summerhill Street School

Elementary Council



Donna Losier is acting as liaison for the Elementary Council on the NBTA ad hoc Committee for Combined Council Day. As part of her work on this committee, she will be spear-heading a group that will organize a Kylene Beers institute in tandem with our May day. This workshop will be held on Saturday, May 2 after Council Day. Kylene Beers is the author of *When Kids Can't Read/What Teachers Can Do*. She is a respected authority on

struggling readers in all levels of education. The Elementary Council is very excited to be able to work on this aspect of the Combined Council Day. Stay tuned for more information on this great opportunity.

Having a combined council day this year is allowing the Elementary Council time to build on the constitutional work and changes we made last year and to review and make changes to our bylaws. Peter

Gorham, Donna Losier and Jean White are in charge of this work. Just as working on the constitution is good professional development for any group, working on the bylaws will help inform our executive council members about our constitution.

We are hoping to provide more institutes this year, following the success of our Science East Institute in Fredericton organized by Karla Roy. Karla is heading up our



institutes and any members who are interested in having a particular institute in their area should contact her with particulars.

We have, for more than six years, had an active Curriculum Committee which collects curricular concerns of elementary teachers and shares them with the NBTA Curriculum Committee and the Department of Education. This work

continues this year in the capable hands of co-chairs, Ashley Dobbins and Karen Miller.

Our webpage is very professional looking and has received many compliments. Alyssa MacIsaac has done a wonderful job in keeping our webpage active with up-to-the-minute information for our members.

Council is accepting applications

from elementary teachers interested in serving on council; we strive to represent districts across the province. Serving on council executive can lead to leadership experience which can lead to a leadership role in your career. Any teacher interested in joining the Elementary Council should contact Jean White.

Peter Gorham and Donna Losier

Middle Level Council



A Special Evening for Parents and Others

Hal Urban presents
Talking to your Kids: 10 Suggestions for Parents

April 30, 7pm
Bernice MacNaughton High School
Moncton



Dr. Urban, one of the guest speakers at Combined Council Day 2009, discusses the two most important characteristics of good families: spending quality time together and having meaningful conversation. He then makes 10 specific suggestions for parents who want to bring out the best in their kids.

High School Council



Again this year, Council would like to encourage all high schools to submit at least one nomination for a High School Council Teacher Recognition Award. Although Council believes that all teachers do a wonderful job - there are always those teachers in each school across the province that go the extra mile for staff and students. The Council wishes to acknowledge these extraordinary teachers with up to ten (10) Teacher Recognition Awards per year. Winners will receive a certificate/plaque, \$200.00 and their picture in *NBTA News*.

Nominated teachers are teachers who have shown a substantial positive contribution to any or all of the following: School Environment; School Spirit; Student Learning Opportunities; Teacher Morale; Individual Student Development; Professional Activities. We all have exceptional colleagues who contribute to one, or all, of the areas listed above. We encourage you to

honour one of your colleagues by nominating him/her for one of these awards.

The nomination process is easy and we would love to see a submission from each high school in the province. The nomination form is available on the NBTA website at www.nbta.ca by clicking "Your NBTA", then going to the High School Council website. It is found under the "forms" link on the right hand side of the page. **The deadline for nominations is Friday April 17, 2009.**

Having Combined Council this year is allowing the High School Council to focus on offering more institutes and professional development opportunities. One of these exciting initiatives is coming up in April. The institute is entitled *Creating Teacher Allies for Gay Youth*. Please see the ad in this issue of the *NBTA News* for details on how to register. If you or someone you know would be interested in offering

an institute in your specialty area, please contact any member of your High School Council Executive. We are more than happy to assist you with the financial and organizational elements of your institute.

Have you ever considered joining the High School Council Executive? Elections will be held during our Annual General Meeting on the evening of April 30. We are currently looking for teachers from the Moncton and Saint John areas in particular to fulfill our mandate of representing all areas of New Brunswick on the Executive. Please contact any member of the current Executive if you are interested in joining.

Check out our High School Council website (<http://highschool.nbta.ca>). It is here that you will find information and application forms for all of the items mentioned above.

Teaching Tips: Numeracy

Elementary - Purpose for Learning Math Concepts

"Why do we need to learn this?" is something we hear students often say during Math class. It's crucial for students to know the purpose for learning Math concepts. Without it, they find it tedious and boring. How can we excite kids about Math? Connecting it to real world experiences makes it relevant to our students. If they can understand that there is a reason why we need to learn Math, then they will be, hopefully, more interested in the subject.

It isn't easy to make these connections within the four walls of the classroom, but with the latest technology, it is now possible to show them examples of how Math is used in everyday life. In this age of computers, it only makes sense to use this resource to show students how Math is relevant in our lives.

So how can we do this as educators? It's as easy as 1, 2, 3! With the use of a Smartboard or In-focus machine, you could dazzle your class with some fun Math clips that help them make this important connection to Real World situations. Here are a few examples for all ages: "The Born Numeracy", "The Born Numeracy 2 - the Sequel", "Feist on Sesame Street" (all found on www.youtube.com). Having students make up a budget, by researching the cost of housing, transportation and utilities on the internet would open their eyes as to just how important Math is going to be in their future.

Another hands-on method to get kids to make the connection is to plan a field trip to your local grocery store. Decide what your objective is, whether it's price comparisons or measurement (capacity, mass, etc), then have a discussion about it or have them write about their experience in their Math Journal. Of course there are many other ways to pique a child's interest in Math, but making it relevant to his/her own life makes Math more meaningful.

Tanya LeTourneau - Summerhill Street Elementary School

Middle Level - Curriculum Upgrades

If there is anything "new" at the middle level for numeracy, it is the curriculum. This is the first year of the new Grade 7 curriculum, next year the new Grade 8 program will be implemented, and the year after that, the new Grade 6 curriculum will begin.

So what has changed in the Grade 7 curriculum? In geometry, isometric geometry has been replaced with transformations on the Cartesian plane and students no longer study angle relationships. Multiplication and division of integers has moved to the new Grade 8 and, in exchange, addition and subtraction of fractions has moved to Grade 7. Exponents and scientific notation have also moved to Grade 8 and area of circles has moved from Grade 8 to Grade 7.

But it is those curriculum outcomes that have moved from Grade 7 to Grade 6 that we must be aware of. Since the new Grade 6 curriculum will not be implemented until the 2010-2011 school year, we will not be teaching Grade 7 students who have been taught the new Grade 6 curriculum until 2011-2012. So here are the "gaps" that our grade 7 students will need filled until then:

- represent integers concretely, pictorially and symbolically — formerly A12
- compare and order integers — formerly A13
- solve and create problems with greatest common factor (GCF) and least common multiple (LCM) — formerly A4 and A5
- apply order of operations to whole and decimal numbers – formerly B5
- **new Grade 7 PR1:** Demonstrate an understanding of oral and written patterns and their equivalent linear relations. Students will have little or no background in this until the new Grade 6 program is implemented. Questions? Concerns? Want to suggest revisions for the Grade 7 draft version of the curriculum document? Contact your district's math lead.

Shelley Hunter - Florenceville Middle School

High School - Why You Cannot "Average" Averages

Teachers are often asked to compile averages for the classes they teach, but the process is not as simple as it first appears. For example:

Group 1 has 3 scores - 10, 20 & 30 - average = 20

Group 2 has 6 scores - 50, 60, 70, 55, 65, 60 - average = 60

The average of the two groups would appear to equal $(20 + 60) / 2 = 40$, BUT the true average of the two groups would actually be - 46.7.

Derek Taggart - Leo Hayes High School



Parkwood Heights Elementary School Supports “Help Lesotho”

The school year 2008-2009 marks the third year that School District #15 and Parkwood Heights Elementary School have been involved in supporting *Help Lesotho*. The first year saw the district schools raising \$25,000 and the second year \$12,000 was raised for *Help Lesotho*. It has been the School District’s goal to not only take part in fundraising, but also to raise the awareness of students and staff to the needs of the tiny mountain kingdom of Lesotho. Last year the school district received a CIDA grant to develop study units based on the Millennium Development Goals and these units are now part of the grade 6-12 Language Arts curriculum.

Parkwood Heights Elementary School has had an active *Help Lesotho* Committee which recently met to plan activities and fundraising for the 2008-09 school year. Our committee chairman, Gary A. Branch, worked at Bokoro Primary School in Lesotho in the fall of 2008. He will be doing presentations on his visit for students, staff and community groups. The committee, which also includes teachers Dawn Blanchard and Debbie Walls, has a goal of exceeding last year’s total raised for *Help Lesotho* of \$3054.61.

Fundraising events planned for Parkwood Heights Elementary School for this year include: a collection bottle in the school lobby where students, staff and visitors can make a donation; “Caring Hearts for Lesotho” where students and staff

make a special donation of birthday money, money saved, or money earned; a sale of used books; donations to *Help Lesotho* instead of a gift exchange by the staff at Christmas; a donation from our “Casual Friday” fund; donations from community groups; a “Get Wet for Lesotho” fundraiser in June where students can purchase a glass of water to throw at a staff person of their choice; and funds earned by staff from working at a community bingo.

An event which combines both fundraising and global citizenship awareness is our “Parkwood’s P.J. Literacy Party for Lesotho” scheduled for an evening in February. When families arrive

dressed in their pajamas, donations are accepted for *Help Lesotho*. The evening begins with a general assembly and a presentation on global citizenship. Then students of each grade level and their families meet with a guest reader who reads a story on our theme. This is followed with a sing-song, the awarding of door prizes, and a snack. One of the highlights of last year’s events for *Help Lesotho* was having well known writer, Sherri Fitch, read from her work including her book – “No Two Snowflakes”.

The words of Helen Keller still serve as an inspiration for our committee – “*I am only one, but still I am one; I cannot do everything, but still I can do something.*”



Students who made a donation to “Caring Hearts for Lesotho”.

Looking Ahead:

In the Council section of the April issue, we will be focusing on the theme of *High Stakes Testing* and providing teaching tips based on *science*.



Inspiring Teachers Span Generations

Reprinted with permission from the Times & Transcript, January 5 and 7, 2009

The week when teachers returned with their students following the holidays, two letters appeared in the Moncton Times & Transcript that demonstrated what many teachers should already know, but sometimes forget in the daily challenges required by their profession. You do make a difference, and often that influence gets passed along. I believe that many teachers have students who would write letters like this one penned by Ms. O'Brien, just as each of us has memories of those who inspired us.

When was the last time you thanked a teacher?

To the Editor,

January 5, 2009

Teachers are a special gift to children in many ways, but when was the last time you thought about how they affected your life? When was the last time you thanked a teacher for all of the things they do that most of us would not dream of attempting?

Mr. Scott Steeves is one of those teachers who never seems to stop giving! Going back as far as elementary school, people who know him remember him best for his skills with a basketball.

He graduated from Harrison Trimble High School and went on to UNB to become a teacher. Out of college he began teaching at Queen Elizabeth School. He taught homeroom, math, French, science, social studies, and health. I was one of the students he taught. When you are young and find out your teacher is new to teaching, teenagers tend to push to see what they can get away with. He stepped up to the task and taught us with what seemed to be no problems that were too big for him to handle.

Most of us enjoyed his math classes best and his problems of the week are still strong in most of our heads some 17 years later.

Mr. Steeves coached boys' basketball, girls' volleyball, girls' softball, and track and field. He also organized and administered the Junior High Mathematics Competition. Sadly, after nine years at Queen Elizabeth School, he left to teach elsewhere.

In 1999 Mr. Steeves began teaching at Harrison Trimble High School and was still as interested in teaching as the day he started. He taught many classes during his stay at Trimble. He rose to all teaching challenges. And he was the girls and boys basketball coach, assisted with the golf team and much more. Famous for his math extra help classes at lunch and after school, students would seek him out. He was the kind of teacher who always went the extra mile for any of his students. He treated all his students as equals. His door was always open. Sadly, he also left Harrison Trimble.

He went back to UNB and got his Masters in Educational Administration. He then applied for the vice-principal position at Moncton High School. And this is where our treasured friend, teacher and vice-principal is found today. He is VP for the Grade 9 students; however, he still jumps into the odd class when he is needed and I am told that he still enjoys a good math class. He helps out with computers, bussing, the float committee and much more.

Mr. Steeves attends most of the school dances and school spirit events. A Trojan most of his life, Mr. Steeves now has a little 'Knight' in him.

When at school as a student, teacher, or vice-principal, Mr. Steeves seemed to always have the "go big or at least keep trying" attitude. He gave his all and always managed to still find more of himself to give. He was once asked what he would be if not a teacher. He said, "Lost! I have always wanted to teach."

He is still coaching basketball with his twin brother for the Moncton Minor Kiwanis Basketball Association.

He was an amazing teacher when he started out his teaching career in 1990. And he is still going strong! Students come and go all around him and I have to wonder when was the last time one of them stopped by his office and told him he was, and still is, appreciated. He is the kind of person who inspires people to do their best and leaves fond memories to all he has the pleasure of knowing and teaching.

So Mr. Steeves, if you are reading this, thanks for all you have done so far and we all look forward to what is yet to come.

All teachers are important, but the ones that go the extra mile deserve a pat on the back every now and then. Keep on smiling and playing basketball.

Amy (Jay) O'Brien
Moncton

Praise appreciated, and passed on as well

January 7, 2009

To the Editor,

As the subject of Amy O'Brien's letter Monday entitled, 'When was the last time you thanked a teacher?', I was both humbled and touched by her kind words and truly appreciated the thanks she expressed towards me.

Having taught Amy nearly 20 years ago, I was pleasantly surprised to receive such wonderful recognition and happy to hear that I made a positive impact on her and her life. As a teacher, what more could you ask for?

After reflecting on the letter and Amy's words, I have to say that I cannot take all the credit. I am the teacher I am today because of the positive impact my teachers at Harrison Trimble High School had on me. I want to follow Amy's lead and thank a few of them now.

I learned to be compassionate with my students from the example set by my Grade 10 English teacher, Mrs. Pat LeBlanc. She was second to none when it came to caring about her students and taking an active role in their lives.

I teach students to think outside the box. Mr Dennison Tate taught me this lesson as a student in his physics classes. He challenged me to think about problems from every angle and to always open your mind to all the possibilities.

I always expect the best from my students, and I usually get it. This I learned from Owen Fraser. I will always remember the time I received one of my tests back from Mr. Fraser that had a mark of 94 per cent on the top. He wrote four words on it that I will never forget: "Is this your best?"

I learned that being available to your students and giving up your time to help them is the most important thing you can do. Mr Wayne Harrigan taught me this. After failing my first calculus test and struggling in the course, I went in to Mr. Harrigan's room most noon hours to get extra help. He was always available and never once turned me down.

I always stress the importance of skill work with my students. I learned this from my typing teacher, Mrs. Marie Killam. I made 68 per cent in my Grade 12 typing class. She said to me, "It does not matter whether you made 68 or 98 in my class. You will always have your typing skills and will use them for the rest of your life." She could not have been more correct.

Lastly, I want to recognize several coaches that had a positive impact on my school life: Brian Forsythe (basketball), Joe Grondin (soccer, volleyball), Don Morton (volleyball), the late Vince Sunderland (soccer) and Eleanor Mullins (cheerleading). Thank you all for your time and effort. It is through your example that I freely give up my time to coach kids and teach them the same values you taught me: teamwork, friendship, and having fun.

Amy, if you are reading this, I want you to know how much your 'pat on the back' meant to me. Teaching is often a thankless job and students often take teachers for granted. But if you ask teachers why they do this job, they will often tell you they do it because they feel they can make an impact on the lives of their students.

It is nice to know that I made a difference and your letter was certainly appreciated. I also want to pass your appreciation on to MY teachers.

Like I said earlier, I am the teacher I am today because of their positive influence and I cannot take all the credit. So to all of them from both of us, I say THANK YOU!

*Scott Steeves, Vice-Principal
Moncton High School*

Plan Ahead for Council Day

Council Day 2009 Co-Chair, Carter Assels

It may be only February, but it's never too early to start thinking about Council Day. We want attending *Learning Today - Teaching Tomorrow II* to be a simple, smooth process and lead to the greenest, most cost-effective conference possible. While we don't want you to start packing your car just yet, a little bit of reading and effort now will allow you to plan your best individual schedule for Combined Council Day.

- 1 REGISTER EARLY and CREATE YOUR INDIVIDUALIZED PROGRAM** - All registration is now on-line through our user-friendly registration site at www.nbta.ca. Click on the *Learning Today - Teaching Tomorrow II* icon on the main page and it will lead you through the options for your day, allowing you to self select an individualized itinerary that the organizing committee believes will offer you the optimal amount of professional choice of PD packed into one day. You can even "Lunch and Learn" with one of our mid-day keynotes if you so choose!

In the spirit of being more environmentally friendly and frugal, early registration will allow the volunteer organizing committee to plan the right amount of coffee, water, fruit, etc without waste. This may seem somewhat mundane, but not when we are looking at over 5,000 participants, even the cost of deposit on the water bottle's can quickly add up! In order to have happy conference attendees, we don't want to run out - but we would rather not have an extra thousand bananas left over either!

- 2. FEES** - While there is a registration fee for non-members who will attend, Council Day is now a benefit of membership to NBTA members. The resolution that passed at last year's AGM made Council Day fees part of the regular dues structure. Simply put, if you are a dues paying NBTA member, there is no charge to register.



- 3. NAME TAGS/BAR CODES/RECEIPTS** - When you complete your registration you will print your Name Tag/Bar Code/Receipt. It is vital that you bring this with you to the conference for the quickest possible entry into the event. The good news is that if you lose it between now and May 1st, you can simply reprint it from the registration site.

- 4. LUNCH/FOOD** - Teachers have several options available to keep themselves hydrated and their energy level up on Council Day. Available onsite for each teacher will be a bottle of water, a piece of fruit and a pastry. You have the option, as part of on-line registration, of ordering a box lunch. The concessions facilities at the Coliseum will also be operating at full capacity that day.



- 5. ACCOMMODATIONS** - For those of you who wish to stay in Moncton on April 30, either to attend the social, a Council business meeting, or to spend a little extra time with colleagues, booking a room early is extremely important. A list of accommodations, rates and contact information is available on the website.

As a little history, this is the fourth time the NBTA has held a Combined Council, specifically 1988, 1992, 2004 and this year, 2009. Each time, we have not only grown in numbers, but we have attempted to grow in terms of improvements to make this conference a very positive learning experience for all involved, which will be mentioned later in this issue. Learning Today - Teaching Tomorrow II is a tremendous opportunity to see and hear world class educators present their expertise and ideas which will help us become better teachers when we return to our classrooms. Our Combined Council Days are also an excellent opportunity to meet and network with peers from around the province.

Changes in 2009 to Improve Over 2004

We took a close look at some of the concerns expressed in evaluations from our last combined council and attempted to address them. Here they are:

- *Will there be a major traffic jam like 2004 getting off the Trans Canada along Killam Drive?*

To avert that problem, we will ask that people use designated exits from the Trans Canada Highway which should help distribute traffic more evenly over all streets and roads leading to the Coliseum. In the April issue of *NBTA News* we will suggest which exits your district should use. We will also engage parking attendants to assist in parking upon arrival and at departure. The RCMP have been contacted to assist with traffic after the conference is over.

- *Will the sound in Agrena B and Agrena C be better this year as it was poor and we couldn't hear the speakers very well in 2004?*

This year we have the company who had provided great quality sound in the Coliseum to do sound in all three venues, so consequently with their expertise and the technology improvements sound will be much improved. We have re-configured Agrena B and Agrena C so the presenters' voices will be projecting away from one another rather than in competition with one another. As well, we will have sound curtains from ceiling to floor to keep presenter sound in and outside sound out.

- *There were always huge numbers of people moving about between sessions as everyone moved from venue to venue. Is this going to happen again?*

With our new schedule of continuous sessions there will not be a time during the conference in which all attendees will be moving about, hence minimizing congestion. There will be limited movement and noise as fewer numbers amounts of people move about the complex. This means lunch should not be too congested, as well as movement between sessions should be relatively fluid.

Combined Council Day 2009 - Program -



Erin Gruwell

www.freedomwritersfoundation.org

Session 1 (Opening Keynote) 8:45 - 9:45

Becoming a Catalyst for Change

Erin Gruwell helped 150 of her students - many of whom were written off by the education system - to use the power of education to write a book, graduate from high school and attend college. The journey of this teacher and her students is chronicled in *Freedom Writers' Diary - How a Teacher and 150 Teens Used Writing to Change Themselves and the World Around Them*. In her inspiring presentation, Ms. Gruwell tells the story of this extraordinary journey. How can one person take on seemingly insurmountable problems of poverty, racism, violence? What can our classrooms provide in order to make our children safe, educated, and productive people? Erin Gruwell teaches us all how we can become "Catalysts for Change."



Alfie Kohn

www.alfiekohn.org

Session 2-1 10:00 - 11:00

The Homework Myth

What if claims that after-school assignments promote higher achievement or better work habits were contradicted by research and experience? Alfie Kohn explains why homework persists despite the lack of benefit and invites us to rethink our broader assumptions about children and education.

Session 3-1 11:30 - 12:30

Traditional Education and Its Victims: The Perils of Going 'Back to Basics'

The "bunch o' facts" model of instruction, with its emphasis on grades and tests, lectures and worksheets, memorizing right answers and practicing skills, fails to help students think deeply or to love learning. You are invited to consider how teachers can become more successful at helping students make sense of ideas for themselves - and with each other.



Kylene Beers

www.kbeers.net

Session 2-2 10:15 - 11:15

Because Shift Happens: Literacy Demands of the Flat World

In this keynote presentation Kylene Beers, author of *When Kids Can't Read: What Teachers Can Do*, is joined by her colleague, Bob Probst. These two experts will help teachers understand how literacy demands have shifted and discuss the implications of that shift for our classrooms.

Session 3-2 11:45 - 12:45

Building Fluency in Struggling Readers

In this workshop-style session Bob and Kylene will present effective strategies you won't want to miss that can help struggling readers to make gains. Every teacher can take something away from this session.



Ruth Sutton

www.ruthsutton.com

Session 2-3 10:30 - 11:30

Assessment for Learning: Practical Implications for Classroom Teachers

Ruth Sutton will focus on how the principles of Assessment for Learning look when they are translated into daily classroom strategies. This presentation will aim to underpin intuition with deep research and encourage teachers to understand why they want to adopt AFL strategies, and how.

Session 3-3 12:00 - 1:00

Assessment for Learning Across the School: How to Achieve Both Consistency and Sustainability This session will build from individual classroom practice towards the challenge of successful and sustainable whole-school change. This is not an 'initiative': it is about changing the way schools do business, for the adult learners as well as the students. Participants will consider how teaching actually works, and the steps and stages necessary to change it.



Harry Wong

www.harrywong.com

Session 4 1:10 - 2:25

How to Achieve Maximum Results in School

In this inspiring and practical session, Harry Wong will explain that the single greatest effect on student achievement is the effectiveness of the teacher. Effective teachers have a classroom that is structured and organized and CONSISTENT in how the classroom is run. He will show what he and others do to ensure student success. He has been called Mr. Practicality for his common-sense, research-based, no-cost approach to managing a classroom for high level student success.



Hal Urban

www.halurban.com

Session 5 (Closing Speaker) 2:35 - 3:30

Lessons from the Classroom: 20 Things Great Teachers Do

This presentation is based on Hal's long-awaited new (Spring 2008) book of the same title. Both the book and the presentation are for teachers at all grade levels, and they're upbeat, lively, and funny! The focus is on creating a "Caring Community" in the school and in the classroom. It's about helping kids develop solid character traits while maintaining high academic standards. It's about bringing out the best in them: positive attitude, good manners, kind words, hard work, and clean humor.



Combined Council Conference
May 1, 2009
Moncton Coliseum and Agrena

Register Online

at
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Create your own individual program

Print Name Tag/ Barcode &

Bring to Moncton May 1st

More Than Just a Council Day

Learning Today - Teaching Tomorrow II - Related Events

Council Day will be the centerpiece, but there will be several other important events in Moncton this spring:

Thursday, April 30

Council Business Meetings Delta Beausejour, 7 - 8 pm

Each Council will hold its separate meeting to discuss key issues, elect officers and plan for the upcoming year. Councils play a vital role in professional development for NB teachers. Your input would be very welcome.



Teacher Social Delta Beausejour, 9 pm - Midnight

All NBTA members and guests are invited to attend for live music and a well-deserved chance to unwind with colleagues.

Parent Night

Bernice MacNaughton High School, 7:00 pm

Council Day presenter Hal Urban will host a session for parents entitled *Talking to Your Kids: 10 Suggestions for Parents*. This is the first time an event of this type has been tied to Council.



Saturday, May 2

Literacy Institute with Kylene Beers and Bob Probst 9 am - 3 pm and Location TBA

Council Day presenters Kylene Beers and Bob Probst will conduct a day-long workshop for educators interested in learning more about assisting struggling readers at all levels. Mark the date on your calendar and look for more information coming soon.

WANTED: LEARNING TODAY - TEACHING TOMORROW II THEME SONG

The ad hoc Committee of teachers in charge of organizing this exciting PD opportunity for May 1st, 2009, invites submissions for a "theme" song that compliments the theme of "Learning Today, Teaching Tomorrow" and could be used during the opening ceremonies of our conference or on breaks. Please include:

Song Title: _____ Submitted by: _____
Artist(s): _____ School: _____

Submissions should be emailed to: carter.assels@nbed.nb.ca

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, 2009)

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 30.

Two Paths to School Improvement

NB Principals Receive National Recognition

By Blake Robichaud, NBTA Director of Communications

A pair of leading educators, one from St. Stephen and the other from Fredericton, have been honoured with Canada's Outstanding Principal Awards from the Learning Partnership, a non-profit organization that promotes public education. Park Street School's Chris Treadwell and Alan Dunfield of St. Stephen Middle School receive their awards in Toronto this month, as part of a week-long conference with their peers. Visitors to these administrators see two very different styles and interests, but a shared passion for moving their schools forward.



Chris Treadwell

Treadwell, who began his adult working days as a foreman at a pulp plant in Miramichi, relied heavily on this leadership experience when he became a principal on Grand Manan in his late-twenties. From there he moved on to principalships at Hartland High, Keswick Ridge and, for the last 12 years, Park Street, an elementary school on Fredericton's Northside. He credits, "the high level of professionalism of his staff, and the close relationship with the school community," for his school's success. On a personal level, Treadwell says he has always been fortunate to have supervisors who have supported his professional development. "They have invested the time and resources that allowed me to pursue my interests."

As a result, his school has frequently led the way in many

fields, including technology. There are sound fields units and SMART boards in every classroom. They have been working towards an increasing amount of self-paced learning for students, and Chris is very excited about another new initiative that began just last month. Student leadership will be tapped and nurtured through a program based upon the book *The Leader in Me: How Students and Parents Around the World are Inspiring Greatness, One Child at a Time*. The book's author is Steven Covey, who penned the best-selling *The 7 Habits of Highly Effective People*.

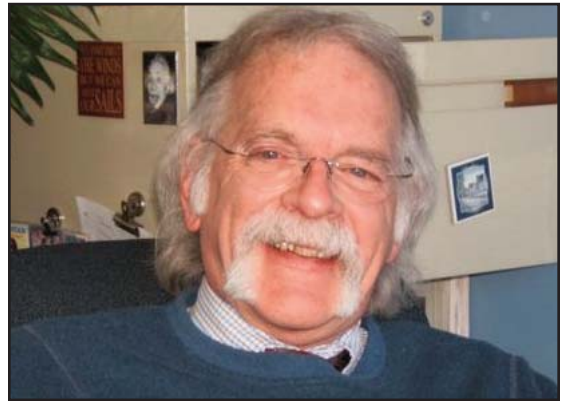
Chris enjoys teaching part-time at both UNB and STU, and the future holds many possible paths, providing they allow him to continue to extend and apply his knowledge.

While one of the main features of Chris Treadwell's office is a bookcase packed with more than a hundred books on education, kids, and teaching, Alan Dunfield's sanctuary at St. Stephen Middle School is a *study* in contrasts. There are plenty of books on educational theory, but there is also jazz music lilting softly in the background, the bell from a sousaphone (a large wraparound marching band tuba) above the filing cabinet, Chicago Blackhawks memorabilia, and plenty of modern art, mostly created by his children. A native of Montreal, he spent many summers enjoying the Maritimes as a tourist before he finally decided he couldn't answer the recurrent September question, "Why am I going back?"

Moving to Southwestern New Brunswick in 1985, his teaching career has spanned all three levels, and been split between St. Stephen

and St. Andrews. He has been principal of St. Stephen Middle School for the past 11 years. Colin MacDougall began as Vice-Principal of SSMS at the same time, and Dunfield says he and the school would not be where they are today without him. "We really work as a team, bounce things off each other, laugh hardy and laugh a lot."

Alan says energetic teachers have been another key. "We've always encouraged great teachers to come here and make this school a place where their talents can shine." St. Stephen Middle School has flexible scheduling. The administrative team handles much of the duty, and the lunch period is only 20 minutes long, freeing up time and teachers to assist with a vibrant after-school program. Teachers offer a wide variety of courses in subjects they love. The school also has an



Alan Dunfield

extremely busy extracurricular schedule. Dunfield says he feels he relates well to kids who are struggling because he wasn't the best student himself, and it was only a combination of sports and caring teachers that kept him involved.

Alan Dunfield has no immediate plans to retire or ambitions beyond his current school and role. "New Brunswick has offered me the good life. We were blessed to get here. I'll probably only retire about two weeks after I stop whistling when I come through the door."

Wellness Highlights

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11 Rules to Change Our World

1. You be the change you dream of seeing (Thanks Mahatma Gandhi). "If everyone of us would sweep their own doorstep, the whole world would be clean," observed Mother Teresa. She was right.
2. Make time every day to reconnect to your highest ideals and boldest dreams. Without hope, people perish.
3. Leave every person you meet better than you found them. Life's too short to withhold encouragement and kindness.
4. As I wrote in "The Monk Who Sold His Ferrari", see every setback as a stepping stone and every problem as a blessing in disguise. Contrary to what critics might say, these are NOT corny aphorisms. They are timeless truths of humanity. (And critics are just people too scared to grow their dreams anyway - pay no attention to them. The world needs more people lifting people up rather than putting people down).
5. Go the extra mile in everything you do - you don't need a title to be a leader. And on your deathbed, you'll never regret expressing the best within you.
6. Do what's right rather than what's easy. Being a great person isn't a popularity contest. Many of the greatest leaders were disliked because they refused to bend to the winds of public opinion. That's called Strength of Character.
7. Care for your health. You elevate the world by elevating yourself and your health really matters. Why be the richest person in the graveyard?
8. Tell your kids they are geniuses - and how much you adore them. Each of us are born geniuses but lose that gift within the first 6 years of our lives as we adopt the fears and limiting beliefs of those around us. Your kids are the leaders of the future. Grow their potential. Now.
9. Learn something new every day. As you grow, you begin to see possibilities you didn't have the eyes to see before. Read from an inspiring book, listen to an audio program, visit a good blog, go to a powerful workshop or have a conversation with an elder. One idea is all it takes to transform your life.
10. Keep your life simple. Please. The secret to success and happiness is building your life around a few important things. The person who tries to do everything accomplishes nothing. As I recently mentioned on my blog, "What's the point in being busy doing the wrong things?"
11. Remember that life is a mirror and we receive what we give out. To get more joy, give more joy. To have more respect, give more respect. To realize your dreams, help others realize theirs.

Reprinted from Robin Sharma's Blog - www.robinsharma.com

Developing Successful Schools (DSS)

July 20-23, 2009

Mount Allison University, Sackville, NB

Learning Focused Conversation Practical Strategies for Collaborative Inquiry

Program Overview

This presentation explores a leadership repertoire that flexes between the stances of presenting, collaborating and facilitating when communicating important information and to support groups in generating and processing information.

This session includes:

- principles and formats for designing effective group work
- developing flexibility with three leadership stances: presenting-collaborating-facilitating
- concepts and skills for framing group purposes, tasks and processes
- a repertoire of strategies for energizing groups and supporting information processing
- a toolkit of verbal and nonverbal skills and moves; and
- ways to increase confidence when dealing with difficult topics and difficult groups.

Institute Resource Person - Bruce Wellman

Bruce Wellman is co-director of MiraVia LLC. He consults and presents for school systems, professional groups and publishers throughout the United States and Canada, presenting workshops and courses for teachers and administrators on interactive/collaborative instruction, thinking skills development, learning-focused conversations for supervisors and mentors, presentation skills and facilitating collaborative groups. (*See full biography in DSS brochure*)

Registration/Fees

Educators who are members of the sponsoring organizations (NBTA, NLTA, NSTU & PEITF) - registration fee \$300.00. All others \$400.00. (Preference will be given to members of the sponsoring organizations.) All participants must pre-register.

On-site check-in: Monday, July 20 (3:00 pm – 5:00 pm) in the foyer of Campbell Hall.

The following guidelines will influence the selection for DSS in the event that there are more NB applicants than seats (Limit 24 seats for NBTA):

- Representation by District with consideration to District size.
- Years in administration (a balance of early, mid and late).
- First-time attendees.
- Max. of six (6) seats may be allocated for principal/vice-principal teams (no more than one team/District)

DSS 2009 Application Form

Name: _____ School District: _____

Address: _____ Postal Code: _____

Tel: (Office) _____ (Home) _____ (Fax) _____

(E-mail) _____ T-shirt size _____

Position: District Office () School Administrator () Other () Specify: _____

Registration Fee: () Educators from sponsoring organizations \$300.00 \$ _____

() Others \$400.00 \$ _____

Accommodations: _____ nights @ () \$50.00 \$ _____

(All accommodations are singles) Dates Accommodations Required: _____

Meals: Meal Plan () Yes () No () \$80.00 \$ _____

Lobster & Steak Banquet: Lobster? Yes ___ No ___ TOTAL \$ _____

NBTA members may register on-line at www.nbta.ca (Credit Card only)

Registration Deadline – June 1, 2009

Make cheque payable to the New Brunswick Teachers' Association

Mail to: Ardith Shirley, Director of Professional Development, P.O. Box 752, Fredericton, NB E3B 5R6

Tel. (506) 452-1740 Fax (506) 453-9795

School District 14 Math Fair a Success!

By Parise Plourde, Numeracy Lead Teacher

On Monday, January 5th, most students in School District 14 had the luxury of staying home and enjoying an extended Christmas holiday, as all teachers in the district were attending Curriculum Delivery sessions and schools were closed. For about 35 students, however, that was not the case.

These students had participated in and won at their school math fair, an event organized by their classroom teachers that served as a culminating activity for the independent unit of study they are required to complete as part of the grade 11 Geometry and Applications course. They were selected at the local level as winning projects and were asked to represent their schools at a district-wide event on a day which was originally set for December but had to be postponed due to inclement weather.

Projects ranged in topics from Fibonacci to the math behind making Pyrex disappear, rock climbing, fractals, and chaos theory. A quick walk around the room was enough for any visitor to conclude that math is everywhere, and more importantly, how invested these

young mathematicians were in this endeavour.

Although it proved to be a difficult task, judges were able to select one winning project for each of the following categories:

- *Best overall:* Elizabeth Boyd of Carleton North High School with Fractals
- *Most original:* Taylor Morin and Justin Edgar of John Caldwell School with MMA Point System
- *Most mathematical content:*

Raphaël Beaulieu, Annika Wahl and Manomi Kanozoe of John Caldwell School, with Invisible Pyrex

- *Most interactive:* Tyler Sears and Meghan Lloyd of Woodstock High School, with Composing Music
- Congratulations to all participants and their classroom teachers, who were able to raise and maintain their students' interest in mathematics!



Elizabeth Boyd, best overall winner

Shark Dissection at Leo Hayes High School

By Nancy Roach

On December 15, more than 20 parents of Leo Hayes High School Biology 12-1 students accepted an invitation from Ms Lisa Holyoke-Walsh, their teacher and head of the Science department at Leo Hayes, to attend a special Science Lab at the school. The students were involved with a shark dissection as part of their curriculum. The full size nurse sharks were purchased especially for the lab, and each parent, or other special guest, acted as the lab assistant for the students as they conducted the dissection over a two-day period.

Parents and students alike were excited to undertake this unique and challenging activity. They donned their lab coats, rubber gloves and together followed the detailed instructions for the lab. Mr. Matthew Buntain, intern teacher from St. Thomas University, assisted Ms. Holyoke-Walsh as they answered questions, gave pointers and helped the participants examine the inner workings of the shark anatomy.

The parents expressed great delight at the invitation and the opportunity to get involved in such a hands-on way with their sons'/daughters' studies.



Kira, Clint, Lisa and Suzie dissect a shark at a special Science Lab to which parents of the Biology 121 class were invited.

Labour History in New Brunswick

By Ian Andrews

SEEKING NEW BRUNSWICK SOURCES – Try this website: http://www.lhtnb.ca/00/en_welcome.cfm

The Labour History in New Brunswick Project provides online information, activities, and lesson plans about New Brunswick topics designed to help teachers who wish to engage their students in critical thinking exercises.

With the goal of making the history of work and the history of organized labour in New Brunswick more accessible to students, researchers from the University of New Brunswick and the Université de Moncton have united to obtain useful information from archival collections, government documents, contemporary publications and interviews that can be used in middle school and high school courses. Both the NBTA and AEFNB are partners in this project that is funded by the Social Science and Humanities Research Council of Canada (SSHRC).

This site is a particularly valuable

tool when used toward achieving grade 9 Social Studies and Grade 12 Canadian History outcomes, although some strategies and exercises, like blogging, essay writing, and interview techniques can easily be adapted to other courses and grade levels.

This bilingual site is divided into five sections: Provincial Solidarities; Le travail en Acadie; Contested Territory; Women's Work; and Labour Landmarks. Each of these major sections begins with an outline of the particular topic followed by a more detailed story about that topic, a story supplemented by primary and secondary documents, audio clips, illustrations and links to additional sources.

Students are encouraged to contribute to blogs on topics from fair pay, summer wages and wage controls, to commentaries on union

leaders like J.F. Lofty MacMillan. Lesson plans, prepared with the help of education students, feature the 1932 mining disaster in Minto, the 1917 diary of farmer Daniel MacMillan from the Stanley Parish, and instructions on preparing an essay for entry in the Solidarity Awards competition.

Local sources are often hard to find, but when such well researched and organized topics are available at the click of a mouse, New Brunswick history and social studies teachers would surely benefit from investigating and incorporating appropriate segments into their instructional repertoire.

Ian Andrews retired in 2003 after 35 years of high school teaching, the last 33 years at Oromocto High. He currently teaches social studies methods courses in the Faculty of Education at UNB in Fredericton.

New Brunswick Teachers Create Children's Book

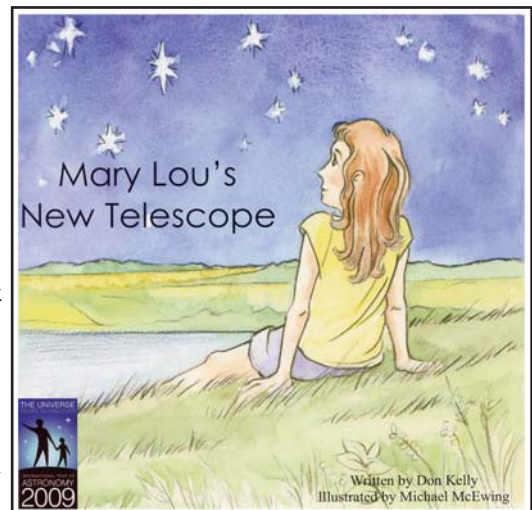
Mary Lou's New Telescope

Two New Brunswick teachers have created a children's book to celebrate International Year of Astronomy 2009. *Mary Lou's New Telescope* is authored by retired teacher (2001) Don Kelly from Oromocto and is illustrated by Michael McEwing, art teacher at Woodstock High School.

Mary Lou's New Telescope is a children's story of a young girl and her efforts to observe and learn about the night sky. Her interest is rewarded when her parents give her a special gift - a new telescope. Mary Lou's initial enthusiasm is quickly overshadowed by the fact that lights in her city interfere with her seeing the sky through her telescope. She visits her grandparents' rural farm and sees the sky from a dark sky perspective. With her parents' support, Mary Lou meets with her city's lighting engineer. She argues successfully for full cut-off lights in her residential area which allows her to begin her 'Explore the Universe' program. She keeps accurate records and sketches in her journal and earns her Royal Astronomical Society of Canada certificate.

The story is written for elementary children, although the light pollution awareness message is applicable to grade 6 or higher. The book features 15 strikingly beautiful watercolour illustrations which help the reader understand the timely concepts of light pollution and light pollution abatement.

Mary Lou's New Telescope is available through the Royal Astronomical Society of Canada. It may be found at www.astronomy2009.ca in a downloadable format under 'resources' or through the RASC's Education Committee.



NB Physical Education Society Award Winners

Donna Bliss

(NBPES) Dr. John Meagher Award

Donna is an outstanding example of a true professional, running quality skill-based physical education programs and offering multiple extracurricular and intramural opportunities for students to be physically active in her various schools.

Donna, a native of South Durham, Quebec, graduated from UNB in 1977 with a four year B. Ed in Elementary Physical Education, and in 1993 with a Masters in Administration, and once again in 2005 with a Masters with a concentration in Exceptionalities.

She has been an educator in New Brunswick since 1977, first as a physical education specialist in New Denmark and Priestman Street School in Fredericton, then as a Vice Principal at Nashwaak Valley School. For the past eight years, she has been Principal of Priestman Street School which has been her home for 24 of her 31 years as an educator.

In 1993, when District 18 made the decision to remove elementary physical education specialists and pass the delivery of the program over to classroom teachers, Donna never relinquished her passion for her students to experience the best possible physical education program. Beyond her commitments and responsibilities as Vice Principal and Principal in one of Fredericton's largest elementary schools, Donna has taught two full days of physical education each week to ensure that every class experiences a quality physical education lesson.

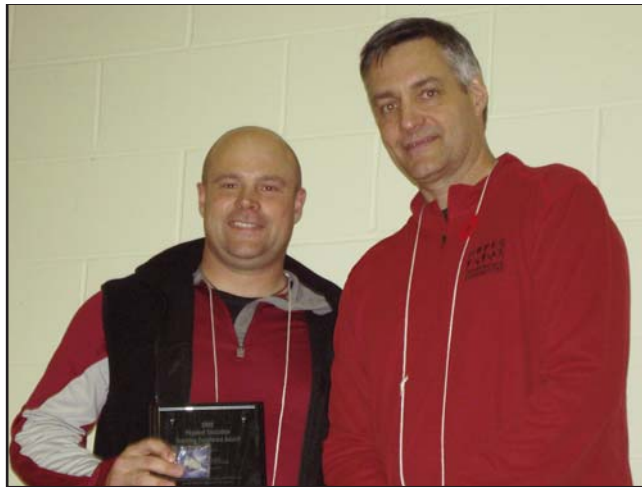
She has opened her school doors to Judo NB, UNB Soccer, Go-Go Gymnastics, Sporty Kids, Volleyball NB, just to name a few outside associations. She encourages her students to do their best and to

enjoy any opportunity to be active.

Donna is a relentless volunteer, supporting organizations that promote healthy, active living and her profession.



Donna Bliss, 2008 Dr. John Meagher Award winner (C) with Ross Campbell President of NBPES (L) and Heather Neilson (R), last year's Dr. John Meagher award winner.



Tayne Moore (L), PHEC Canada Physical Education Teaching Excellence Award Winner for New Brunswick with Greg Leland (R), PHEC Canada Executive Council Representative for New Brunswick

Tayne Moore Physical and Health Education Canada Physical Education Teaching Excellence Award

Tayne received his education at UNB, completing degrees in Kinesiology and Education in 1994 and 1997.

Following an internship at Albert Street School in Fredericton, Tayne traveled to New Zealand, where he taught in the Hawkes Bay area and

at John Paul College, Rotorua. There, Tayne taught a wide variety of courses including Adventure Based Learning and Outdoor Education.

Tayne returned to New Brunswick in 2000, teaching in Perth Andover at Southern Victoria High School where he acted as Head of the Physical Education Department.

In 2002, Tayne joined the staff of Stanley High School, teaching Physical Education, Leadership and technology.

In 2003, Tayne returned to Fredericton, and taught Physical Education and Health as a member of the staffs of Albert Street, George Street and Nashwaaksis Middle Schools.

Throughout this period, Tayne, like so many of his fellow Physical Educators, coached at least one team, sometimes two, for each season of the school year.

Tayne is now the Physical Education Teacher at Barker's Point Elementary School in Fredericton.

Tayne has been a regular participant and presenter in NBPES Conferences. He is very well-versed in the area of Outdoor Education. Tayne has continued his education with study in the area of Children with Exceptionalities, Differentiation and Special Education Planning.

He is a firm believer in the integration of technology and Physical Education.

Tayne is first and foremost a family man. He feels very strongly that his beliefs have made him more

compassionate, caring and sympathetic to the needs of his students.

As a competitive athlete, Tayne plays to win. Yet as a coach of children and as a parent, Tayne has redefined his definition of winning. Tayne is a firm proponent of the goal setting approach to coaching based upon individual and team improvement, maximum involvement and participation.

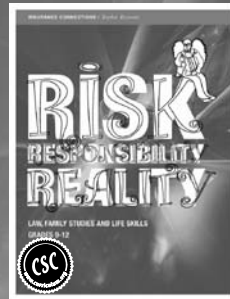
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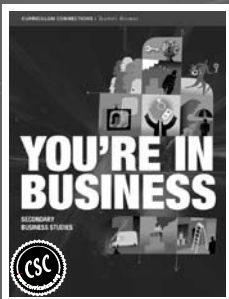
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CANADA'S NATIONAL HISTORY SOCIETY
GOVERNOR GENERAL'S AWARDS
FOR EXCELLENCE IN TEACHING CANADIAN HISTORY

2009 Governor General's Awards for Excellence in Teaching Canadian History

Canada's National History Society is pleased to announce a call for nominations for the 14th 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.

Encourage teachers in your region to submit their teaching strategies. The rewards are great!

The 2008 recipients hailed from British Columbia, Alberta, Ontario, and Quebec. Their teaching strategies were as diverse as they were innovative, from a two year-long effort to organize a 5100 kilometre pilgrimage from Quebec to the WW2 Battlefields of France; the creation of memorial pieces and personal tributes to Hong Kong and WWII veterans; an historical documentary produced by 10-year

olds; aboriginal sharing circles, a re-staging of the 1927 Diamond Jubilee celebration of Confederation; and a classroom "history table" that has students build a pioneer settlement.

Visit <http://www.historyociety.ca/gga.asp?subsection=pro> for details.

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.

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 30, 2009**

Here is how to apply:

Rules: <http://www.historyociety.ca/gga.asp?subsection=rul>

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

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

Sponsors: TD Bank Financial Group and Library and Archives Canada

Gesner Street Elementary School Shows its Support



Gesner Street Elementary School in Oromocto showed support in a unique way in recognition of Remembrance Day 2008. The 270 students, from kindergarten to Grade 2, and staff wore red to form a ribbon of support and remembrance.

Professional Counselling Service of Ann Kennedy M.Ed., CCC



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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** or **carlene.merrick@nbta.ca**) 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.

Mark Noel Named Coach of the Year



NBTA Branch 1610 President Mark Noel has been named Baseball Canada's Coach of the Year. Mark has been coaching for the past 12 years with great success at the local, provincial and national levels. As head coach of the New Brunswick Selects, his team won the bronze medal earlier this year at the Baseball Canada Cup, their best showing ever. Mark teaches at James M. Hill Memorial School in Miramichi.

Battlefield Tour: An Enriching PD Experience

By Stephen Wilson, Belleisle Regional High School

Ypres, Vimy, Passchendaele, Dieppe, Juno. These are battles that New Brunswick history teachers discuss annually with their students while endeavouring to communicate the importance of Canada's contributions to the First and Second World Wars. How many of you have ever wanted to make a pilgrimage to these battle sites? It is possible! This past summer, I, along with 17 other teachers from across Canada took part in a professional development experience of a lifetime. We took part in an intense but enriching tour of Canadian battlefield sites in Belgium and France. This is a tour annually sponsored by Historica, Veteran Affairs Canada and the Laurier Centre for Military Strategic and Disarmament Studies.

We as a group met at Pearson International Airport in Toronto and headed to Paris to begin a 10-day learning adventure. We were fortunate to have along with us Lee Windsor, Deputy Director for UNB's Gregg Centre for the Study of War and Society and Blake Seward, founder of the Lest We Forget project. These two passionate individuals shared with us their knowledge of these two global conflicts.

Our pilgrimage began in the town of Ypres where, still today, respect is paid nightly 365 days of the year to the 54,000 names on the Menin Gate. Hundreds gathered for a solemn, yet memorable ceremony. We visited the site of Canada's first exposure to gas attacks at St. Julien. We learned of Canada's great sacrifice at Passchendaele and visited Essex Farm where John McCrea penned "In Flanders Fields".

For many, one of the highlights was our visit to the majestic, recently renovated Vimy Memorial. Here, as at other sites, we participated in TEWTS -Tactical Exercises without Troops. This helped us to better understand the challenges, the perspectives, and the decision making process of the Canadian

military. At Beaumont-Hamel, we learned of the tremendous loss of Newfoundland men in a matter of

"This was an unforgettable journey through a time and place which has greatly enhanced my teaching of history."

minutes. It was here that the first biography of a Canadian soldier was presented. Each of us had researched a soldier and presented his story at his gravesite at various cemeteries. This was indeed an emotional, heartfelt experience for all of us. To visit these immaculate cemeteries, sometimes found in the middle of acres of farmland, was indeed a profound experience. To read the hundreds of epithets chosen by loved ones back home and carved on the limestone tombstones added yet another dimension to the historical narrative which we would bring back to our classrooms.

We stood in the port of Dieppe, ran up the beach as did our men in 1942 so that we could somewhat understand their challenges on that fateful day. The remains of the Atlantic Wall still demonstrate the strength of the German forces as the allied forces prepared for D-Day in June of 1944. We learned of New Brunswick's North Shore Regiment and of their arrival on

Juno Beach and of their great sacrifice in the Battle of Carpiquet. We followed the path of Canadian soldiers inland in their quest to close the Falaise Gap. This was an unforgettable journey through a time and place which has greatly enhanced my teaching of history.

I urge teachers of New Brunswick to consider participating in this worthwhile endeavor. It was a great pleasure to share teaching approaches and to be involved in daily discussions with engaging, passionate educators from coast to coast. This was a profound experience which has enriched my teaching and has given me new insight on the Canadian military story. **The deadline to apply is March 27, 2009.** More information is available at:

http://www.histori.ca/prodev/default.do?page=institutes_register

Escorted Cultural Adventure in Peru May 2 - 9, 2009

Join Richard Faulkner (a retired teacher) and his wife Kathy, co-owners of Baymount Outdoor Adventures, as they explore the mysteries of the Inca on the 8 day Royal Inca Tour in Peru.

Highlights include the Andean mountain city of Cuzco, the fortified cities of Pisac and Ollantaytambo, and the legendary "lost city" of Machu Picchu.

A donation of 50% of the tour profits to school-building projects in Latin America will fulfill the vision of "Making A Greater Difference in the World".

For information contact
Richard at
info@baymountadventures.com
or toll free
1-877-601-2660.

Visit
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for information on tours in New Brunswick, Costa Rica, Mexico, Belize, Guatemala and Peru.

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Creating Allies for Gay Youth

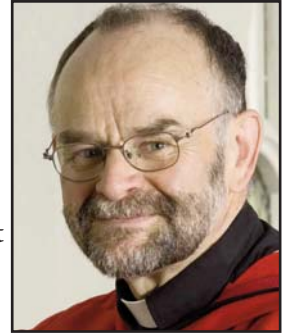
A day of information, reflection and dialogue
A High School Council Institute

When: Friday, April 17th, 2009

Where: NBTB Building, 650 Montgomery Street, Fredericton, NB, E3B 5R6

What: Whole group and divided sessions

Lesbian, gay, bisexual, transgendered and questioning (LGBTQ) youth experience public schools differently than their straight peers do. Many still do not “come out” until they leave their homes, schools and communities but more and more LGBTQ youth are out and active in school and in far too many situations, the schools aren’t ready. This one-day institute will provide educators with some *tools and information* helpful in making their schools more *invitational* for LGBTQ students and their families. Keynote speaker is the **Reverend Dr. Brent Hawkes, Order of Canada**. Rev. Hawkes, pastor of the Metropolitan Community Church in Toronto and native of New Brunswick, officiated at the first two same sex couple marriages in Canada. Other sessions include:



- Teaching the sexual orientation components of the middle school curriculum
 - Critical Literacy and LGBTQ themes
 - Homosexuality and the Law
 - Working with families parented by same sex couples and working with families with LGBTQ children.
- The \$25.00 registration fee covers on-site lunch, nutrition breaks and more.

Registration deadline: March 13th

For more information or to register, please see poster that accompanied this issue of the *News*

Evidence-based research at your fingertips



Foundations for Literacy:
An Evidence-based Toolkit for the Effective Reading and Writing Teacher

Foundations for Literacy is a resource designed to help pre-service and in-service teachers, administrators and policymakers review what is known about development of reading and writing skills, identify what needs to be taught and how it can be taught to ensure that all children succeed.

The kit highlights the best in research knowledge from Grades K-6.

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Violence Threat Risk Assessment Provincial Training Team

Submitted by Tami Mutch-Ketch, Student Services Consultant, District 14

The field of crisis response and threat risk assessment is constantly evolving. In 2005, the Department of Education introduced Guidance Counsellors to the Traumatic Events Systems Model (TES) of Threat Risk Assessment, as developed by Kevin Cameron, Executive Director of the Canadian Centre for Threat Assessment and Trauma Response. Since that time, numerous Administrators, Guidance Counsellors, and Psychologists, representing all school districts, have been trained in Level 1 and 2 Threat Risk Assessment. Since the best predictor of future behavior is past behavior (Cameron, Woods & Campbell, 2008), the Department of Education supports the training of staff, and multidisciplinary partners in working together to prevent violence within our schools.

In 2008, Mr. Cameron, in conjunction with Lethbridge College, released the third edition of the TES Model of Trauma Response, Violence Threat Risk Assessment (VTRA), to include protocol for post-secondary institutions. As

professionals and multidisciplinary partners throughout Canada have become more proficient with the model, Mr. Cameron has expanded the teaching team to include National and Provincial trainers in an effort to build capacity.

New Brunswick is seen as a national leader with all nine Anglophone districts and one Francophone district working with communities as partners, thus making our schools a safer place. In September of 2008, eleven educators from the Province of New Brunswick were invited to be trained as Provincial trainers for VTRA Level 1. The three-day intensive certification training was facilitated by Mr. Cameron in Newmarket, Ontario and included educators from Alberta and the York School Board Region of Ontario. The certification included theory and practice, with the focus on mastery of material. Certification is required bi-annually, with careful monitoring from Mr. Cameron and his team at the Canadian Centre for Threat Assessment and Trauma Response.

Currently, the Province of New Brunswick has the capacity to provide Level 1 training for all educators, bus drivers, policing authorities, clinicians, probation officers, and social workers. The provincial trainers are also certified to offer one to three-hour refreshers for VTRA Teams, as well as introductory sessions for teachers and support staff, for knowledge and capacity building in regards to awareness of indicators and what and when to report concerns.

Each school district is represented by a Trainer and can anticipate Level 1 Certification Training in the near future. VTRA Level 1 Trainers for the province are:

District 2	Allan Marr
District 6	Arnold Hopper
District 8	Bev MacDonald
District 10	Isabelle Cowan
District 14	Karla Deweyert
	Tami Mutch-Ketch
District 15	Eric Smith
District 16	Connie Daley
District 17	Ed Griffin
District 18	Dianne Kay
DOE	John Tingley

Summer Courses in St. Andrews

Adventures in Marine Biodiversity - Adults/Teachers

Monday, July 6 to Saturday, July 11

Fee: \$750

Introduction to marine life on the seacoast. Explore:

- the intertidal zone
- local seashores and where to find life on the water's edge
- how to identify marine creatures
- the biology of marine life in the natural habitat and then in the lab
- the unique features of the Bay of Fundy tides, which act as feeders and incubators for marine life

Art and Marine Connections Adults/Teachers/Artists

Tuesday, August 4 to Saturday, August 8

Fee: \$650

Introduction to the visual side of ocean life. Explore:

- how art and biology are drawn together - a natural combination
- how artists find inspiration in the world around them
- art in biology - from basic illustrations in field guides to creating accurate scientific drawings
- observations and ideas in the field
- how to add focus and professionalism to your work with local artists

Marine Photography Adults

Sunday, August 9 to Friday, August 14

Fee: \$750

The Huntsman's location on the Bay of Fundy is one of the few places in the world where it is possible to study the complexity of coastal marine life from the shore.

This course will take in some great photo opportunities - whales, seals, marine life, island-scapes and more, and also teach an introduction to Photoshop - manipulating your images and making them even better!

http://www.huntsmanmarine.ca/html/adult_teachers.html

Announcements

CONTACT 2009

(Conference on New Teaching and Classroom Techniques) is being hosted this year by PEITF and will take place **August 4-7** on the **UPEI campus** in Charlottetown. Each of the four Atlantic Teacher Organizations has 30 seats for interested participants. *Mark your calendar* and watch for more information in our April edition of the *News!*

RESOURCES FOR RETHINKING: CHECK IT OUT!

"Resources for Rethinking" is an on-line database created by *Learning for a Sustainable Future* specifically to help teachers interested in bringing sustainable development themes and concepts into their classrooms.

To view Resources for Rethinking, visit www.r4r.ca

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Disability Awareness Week May 31 - June 6

Fredericton - The New Brunswick Disability Awareness Week organizing committee will be offering the possibility of special recognition awards that will be unique to New Brunswick. These awards will honor those who have made significant efforts to improve opportunities for persons with disabilities to participate more fully in meaningful and independent lives.

Forms are available by calling **1-800-442-4412** or emailing pcsd@gnb.ca

The Week promotes awareness of issues related to persons with disabilities and runs from May 31st to June 6th. This year's slogan is "Disability Supports Create Self-Sufficiency".

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50 years ago in NBTA NEWS

In searching for some information on former Association Presidents, I discovered that the *Wayne Nightingale Resource Center* in the NBTF Building contains bound copies of the *NBTA Newsletter* dating back half a century. This publication, the predecessor of the *NBTA News*, provides a glimpse into the world of teaching as it was in far different times. We will be including excerpts from these issues as a regular feature in upcoming issues. — Blake Robichaud

News *NBTA* Letter

VOLUME I

JANUARY 1959

NO. I

Personalities in the News — Our Minister of Education, the Hon. Dr. Claude D. Taylor, along with Mrs. Taylor, left Moncton for Montreal January 11 enroute to Florida. He expects to return to New Brunswick February 4 to be here in time for the opening of the legislature February 12. We trust Mrs. Taylor will return much improved in health.

Summer Schools — Teachers working towards a higher class of licence at Summer School are reminded that the Department of Education will not be conducting any summer schools after 1962. Teachers doing work towards certification would also do well to keep this in mind. If you get Certificate I by attendance at the Department of Education Summer School, you cannot go beyond Certificate III without repeating Certificate I at the university level.

Minimum Salaries — It has come to the attention of this office during the present year that several teachers are receiving less than the provincial minimum salary according to their qualifications and experience. In case there are some teachers who are not definitely certain what the present minimums are, we shall list them below:

Yr. of Teaching	Licence	Cert I	Cert II	Cert III	Cert IV
1 - 2	1600	1800	2100	2500	3000
3 - 5	1800	2000	2300	2700	3200
6 - 10	2000	2400	2700	3100	3600
Over 10			3100	3500	4000

(The above amounts include government grants)

NFB's New Online Screening Room

The National Film Board of Canada is marking its 70th anniversary by making its new online Screening Room available to the educational community around the country, providing access to more than 700 productions, films, trailers and clips from the NFB's world-renowned collection.

Now online at <NFB.ca>, the Screening Room is an invaluable tool for teachers and educators to help their students know more about Canada's film heritage. Schools and other teaching institutions wishing to screen NFB works in classrooms can pay for a one-year public performance rights subscription.

To subscribe, please contact NFB Customer Service at 1-800-267-7710 (Canada) or 1-800-542-2164 (U.S.).



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Fun With Hands-On Science for Elementary School Teachers

(An Institute for Elementary Classroom Teachers)

When: Friday, March 27, 2009
9:00 am - 3:30 pm

Where: Miramichi, New Brunswick, Location to be announced

Presenter: Science East

Find science a little scary and intimidating? Then this is the session for you! Learn ways to integrate more hands-on science into your classroom and generally build your confidence level. The focus is on involvement, with plenty of chances for participants to try out cool science experiments and activities for themselves before taking it back to the most critical audience of all - your students.

This Institute is designed for Grades 3, 4 and 5 Elementary Teachers. Enrollment is limited to the first 30 applicants, so register early! Lunch will be on your own. There are many restaurants located within walking distance.

Registration:

Please email registration to Karla Roy, karla.roy@nbed.nb.ca
Please include: Name, School Name and Phone number, Grade level(s) taught

A \$50.00 cheque deposit is required to hold your registration. Your cheque will be returned to you when you come to the Institute on March 27th.

Please make your cheque out to NBTA Elementary Council and mail to:
Karla Roy
Park Street Elementary School, 111 Park Street, Fredericton, New Brunswick, E3A 2J6



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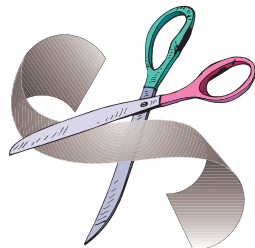
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*As of printing, many committee meetings and conferences had not been set. For the latest updated NBTA calendar, please go to the website (www.nbta.ca) and click on upcoming events.

February 2009						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1 Branch Nominations for NBTA Vice-President	2	3	4 NBTA Board	5 NBTA Board	6 NBTF Board	7
8	9	10	11	12	13	14
Teacher and Staff Appreciation Week						
15	16	17	18	19	20	21
22	23	24	25	26	27 NBTA Executive	28 NBTF Executive
March 2009						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
Schools Closed for March Break						
8	9	10	11	12	13 NBTA Executive	14 NBTF Executive
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31 NBTA/Beaverbrook/ Hagerman Interest-free Loans Certification Changes				
April 2009						
Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1 Br. Resolutions for AGM Centennial/Aliant/Outstanding Educational Leadership Awards NBTA Board	2 NBTF Board	3 NBTA Board	4
5	6 Centennial Award Committee Meeting	7	8	9	10 Good Friday	11
12	13 Easter Monday	14	15	16	17	18
19	20	21	22	23	24	25
NBTA Voting To Take Place						
26	27	28	29	30 Council Day		

NBTA CREDIT UNION GRAND OPENING

You are invited to join the NBTA Credit Union Board of Directors, Management & Staff for the Grand Opening of our newly renovated and expanded premises.



Ribbon cutting will occur at 10:15AM, on April 2nd, 2009.
Refreshments will be served throughout the day.

Worried about the economic situation?

From all reports, you can't help but realize that 2009 will be somewhat of a challenging year financially. If you have credit cards or bills that seem to leave you without money at the end of the month, NBTA Credit Union is here to assist you.

We offer lines of credit, equity lines of credit and fixed rate loans at competitive rates to help consolidate those payments into one. This will hopefully help to relieve the anxiety of making several payments and leave you with more money in your pocket at the end of the month.

If you have questions about your finances, remember that Bev, Helen and Patria in our Lending Services Department are at your disposal to see how NBTA Credit Union can help you take ownership of your financial future.



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