



# NBTA

## news

NEW BRUNSWICK TEACHERS' ASSOCIATION

APRIL 21, 2004

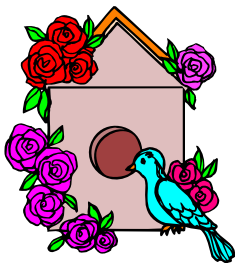
Vol . XLVI, No. 8

## Branch Resolutions to Annual General Meeting May 27-29, 2004

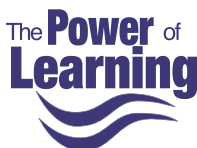
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### Spring Has



**Officially Arrived!**



1. BE IT RESOLVED that the NBTA continue to lobby, through both liaison and collective agreement channels, for discretionary days to be allocated for teachers' use.

**Rationale:** Teachers, as professionals, often have conflicts between personal, community, and family commitments. Unlike other professionals, teachers have no flexibility with arranging vacation days to deal with such issues.

2. BE IT RESOLVED that the NBTA exert pressure on the government to ensure that in the case of *Policy 701* investigations, once the investigation is concluded and the teacher has been found innocent, the case is to be considered closed and not be reopened.

**Rationale:** A *Policy 701* investigation is disruptive for both staff and students. It tends to interfere with learning and upsets the school climate, sometimes in areas that are difficult to repair. Investigations must have an end so rebuilding can begin. Should investigations be reopened, it could be perceived as a desire for persecution, not the pursuit of truth.

3. BE IT RESOLVED that NBTA seek, through the NBTF Committee on Terms and Conditions of Employment, an addition to Article 36.05 to include the graduation of a son or daughter from a post-secondary institution.

**Rationale:** Currently, release time for a teacher to attend the graduation of a son or daughter from a post-secondary institution is at the discretion of the Director of Education or Superintendent.

4. BE IT RESOLVED that NBTA act quickly, doing whatever is necessary, to halt or block websites, such as **ratemyteacher.com**, that discredit teachers and demean our profession.

**Rationale:** Many teachers have been the victims of libel, with their names and comments from unnamed students on websites that demean the teachers' professionalism and call into question their integrity. "Whatever is necessary" may mean contacting advertisers and website hosts to help stop these sites. It may also mean taking legal action, if deemed a last resort.

5. BE IT RESOLVED that the NBTA petition the government to provide reimbursement to teachers for report card printing costs when done at home, upon submission of receipts.

**Rationale:** Due to technical glitches, time constraints, and other factors, teachers (elementary) are required to print their class report cards at home.

6. BE IT RESOLVED that NBTA urge that the NBTF Board of Directors determine if some financial reimbursement can be provided to a teacher who retains his/her own attorney for a grievance.

**Rationale:** A teacher may, for various reasons, choose to pursue a grievance with his/her own attorney and this endeavour is very expensive. This could be a saving in time for Federation employees and said grievance may have serious implications for all teachers.

7. BE IT RESOLVED that NBTA lobby with all stakeholders to make changes to *Policy 701* a top priority so that it is not so vague and open to potential abuse.

**Rationale:** The current wording of *Policy 701* has led to teachers being

unjustly placed under great stress due to false allegations and a lack of clarity in the policy. The current length of time taken to investigate a *701* allegation is too long and places the teacher being accused and his/her staff under stress. Under the current policy, a record of a *701* complaint is kept on a teacher's file, even if unfounded, which may disadvantage that teacher in applying for promotion or transfers.

8. BE IT RESOLVED that NBTA ask the NBTF Committee on Terms and Conditions of Employment to include in their negotiations with the Department a system of payment for Team Leaders equal to that given SPRs.

**Rationale:** The demands placed on Team Leaders by District Supervisors have become increasingly more onerous. These demands include facilitating meetings and dispensing professional development ideas presented to them by District Supervisors.

9. BE IT RESOLVED that the provincial NBTA strongly lobby the Department of Education to define clearly the role of the resource teacher to ensure that the resource teacher can work directly with students.

**Rationale:** Currently, the resource teacher's role is mainly clerical and testing. This teacher is inundated with paperwork and is in charge of teacher assistants. Many resource teachers do not get to work with students until second term.

10. BE IT RESOLVED that the provincial NBTA continues to lobby vigorously the Department of Education and the provincial government on the issue of the classroom composition.

**Rationale:** Due to the large number of special education programs, the range of learning disabilities and the complex behavioural problems in some classrooms, it has become increasingly more difficult to meet the needs of our students. Classroom teachers are faced with a myriad of classroom challenges. There are insufficient resources to deal with the wide variety of individual, modified, and accommodated programs, as well as all the behavioural issues. It is only due to the dedication, creativity, flexibility, and hard work of teachers facing difficult conditions that classroom performance is as acceptable as it is.



# CONTACT 2004

Conference Theme – “What Teachers Need”

August 8-11 – St. Francis Xavier University,  
Antigonish, Nova Scotia

Registration deadline: May 14, 2004 Fee: \$140.00

Please send application form to:  
Nancy Roach, NBTA Director of Professional Development,  
P.O. Box 752, Fredericton, NB, E3B 5R6  
Fax: (506) 453-9795

DO NOT SEND APPLICATION FEE.  
SUCCESSFUL APPLICANTS WILL BE CONTACTED.



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Brian Bawn

*Brian Bawn*

## Busy, Busy Bees!

Spring is finally here and we are starting to move into the busiest time of the year for teachers. It is also exceptionally busy for NBTA.

We have the NBTA election for Vice-President/President Elect. Voting takes place the week of April 19-23. Council Conferences are scheduled on May 7. Branch annual meetings and retiring teachers' functions are being planned, and the provincial AGM and Retiring Teachers' Luncheon are scheduled for May 27-29 in Fredericton.

All of these events are important and you need to know that most of the planning and work is done by classroom teachers, like you, who also have all the other responsibilities that come with their teaching position. Along with NBTA Staff, Board of Directors and Executive, I would like to take this opportunity to thank each teacher who has volunteered, either locally or provincially, to serve his/her colleagues and to allow all these functions to successfully occur. If you don't already know, the NBTA is all about **teachers helping teachers**.

We are continuing to work with the Department of Education to address the issues of teacher certification and revisions to Policy 701 (reflecting teacher concerns about the current policy).

The school calendar for 2004-2005 has been finalized and now teachers will be able to firm up those long-range plans that have been on hold.

Negotiations have entered a new phase. Two party talks have ended and we applied to the Labour and Employment Board on March 16 asking them to appoint a third party to assist with contract negotiations. You should have received an oral communiqué on March 17 informing you of that decision. A written communiqué outlining the

next steps and the approximate timelines involved as we continue to work towards resolving the outstanding issues should also be in your hands. We will continue to keep you as informed as possible as the process unfolds. To remind those teachers new to this process, although our contract expired on February 29, 2004, we continue to work under that contract until a new one replaces it. The Negotiating Team and Strategies Committee thank you for your continued support and patience.

One of my other responsibilities as your President is to represent you at the Canadian Teachers' Federation (CTF) Board of Directors which meets two times a year in Ottawa. It provides an opportunity to hear what is happening in other teacher organizations across Canada and to find out how other jurisdictions are dealing with issues that are common to us all. Class composition, underfunding of public education, retention and recruitment of teachers, and testing and evaluation are but a few of these topics.

CTF is hosting a national conference on "Accountability in Education", May 13-15 in Ottawa. This conference is in response to a request from Member Organizations to help develop a more balanced and professional framework for accountability in education. Among the conference speakers is Alfie Kohn, author of *The Schools Our Children Deserve: Moving Beyond Traditional Classrooms*. He will explain why "tougher standards" in education are not a reality to be coped with, but a political movement that can be challenged by people who understand how children actually learn. There is information on this conference in your NBTA Newsletter or on our website at [www.nbta.ca](http://www.nbta.ca). Check it



# Report on Branch Resolutions to Annual General Meeting 2003

## Adopted

1. BE IT RESOLVED that NBTA pressure the Department of Education to provide timely and efficient investigations in cases of Policy 701 complaints; and district office personnel provide on-going support and counsel to school staff at the onset, and throughout a Policy 701 investigation.

## Response:

The Department of Education is committed to the timely investigation of all complaints, including those made under Policy 701. District Office Staff, as in the past, will continue to offer support and counsel through the services provided by the Employee Family Assistance Program and the Teachers' Counselling Fund. The Minister realizes that 701 investigations are difficult situations for all those involved and can assure you that the Department will continue to exercise professionalism and discretion while maintaining the integrity of investigations. (SEE NOTE BELOW.)

2. BE IT RESOLVED that NBTA put pressure on the Department of Education to employ only Policy 701 investigators who are: properly trained, have the confidence of teachers, have a full understanding of the school setting, and of the rights and responsibilities of teachers and students.

## Response:

Investigations by the Department of Education have a solid understanding of the school setting, the rights and responsibilities of teachers and students, departmental policies and the Education Act and its Regulations. The Department is committed to maintaining the integrity of 701 investigations and to ensuring the safety and protection of pupils.

## NOTES (No. 1 & 2):

Both NBTA and NBTF have held meetings with Department officials related to ongoing difficulties with Policy 701. These difficulties include: lengthy investigations, information to and support for teachers (both those being investigated and school staff) during and after the investigation, the selection of investigators and a common understanding of the process. At time of writing, we have not seen the revision of Policy 701, but we have been assured that our concerns have been addressed. We anticipate seeing the revised Policy before the Annual General Meeting and will report further.

## Adopted in an Amended Form

10. BE IT RESOLVED that NBTA and NBTF seek changes to relevant policies to ensure that any qualified licensed teacher in a long-term substitute position for more than 10 days be paid as a fully contracted teacher from the beginning of the period of substitution.

## Response:

The resolution would refer to the Department of Education's Policy 202 on the administration of supply teaching. We will place this item on the Employer/ Employee Relations Committee's agenda for the next meeting.

**NOTE:** This has been raised with Department Officials, but there is no change in policy to date.

## Resolution from the floor which received a 2/3 majority vote to reach the floor and was adopted

1) BE IT RESOLVED that the NBTA explore the possibilities of deducting NBTA Council Day registration at source.

## Response:

This resolution was referred by the NBTA Board to the Professional

Development Committee. The P.D. Committee and Board are recommending no action at this time.

## Resolution from the floor which received a 2/3 majority vote to reach the floor and was adopted in an amended form

7) BE IT RESOLVED that NBTA seek, through the NBTF Terms and Conditions of Employment, an addition to Article 36.05 to include the graduation of a son, daughter or spouse from a post-secondary institution for purposes of leave for a day.

## Response:

This resolution will be placed as a submission for the NBTF Terms and Conditions of Employment Committee for the round of negotiations which will follow the one we are about to start. The NBTF's Board of Directors has already decided the Asking Package for this upcoming round, and unless there is a call for a special meeting of the Board, there will be no changes to the Asking Package which should be shared with the Employer in September, 2003.

## The following resolutions are being referred to the NBTA Executive Committee for further study:

8. BE IT RESOLVED that in the event that a classroom teacher is unable to complete report cards by the school's designated date (i.e., due to an emergency, sickness, death, accident, surgery, etc.), that the administration provide an agreed mutual time for that teacher to complete and send out reports to parents.

9. BE IT RESOLVED that when a teacher is out on a leave due to illness, etc., that sufficient time for recuperation is allowed prior to preparation of report cards which may be due.

**Response (No. 8 & 9):**  
 We have always tried to exercise reason in this regard. If we are talking about a short-term absence (2 or 3 days), just as a teacher would be required to prepare lesson plans, they could be expected to meet certain obligations with respect to report cards. On the other hand, if

it is a more long-term leave, or if the nature of the illness is such that the teacher can't reasonably be expected to devote time to report cards, then accommodations must be made.

We may not be well-served by specific language on this. We believe for the most part, districts

have been reasonable on this.

This may be a discussion for the Strategies Committee. To date, neither party has opened Article 31 – Sick Leave.

**NOTE:** NBTA Executive accepted Kevin Sheehan's recommendations.

## Recommendations from NBTA Board of Directors

### 1. Review of 5-year AGM Policy Statements

That we recommend to the Annual General Meeting 2004, reaffirmation of policies as outlined below:

<i>Policy No.</i>	<i>Year of Adoption</i>	<i>Current Policy</i>	<i>Recommendation</i>
253	1984 Reaffirmed: 1999	<b>Report on NBTA Expenses</b> The Finance Committee will prepare an annual detailed report of NBTA expenditures and this report will be published in <i>NBTA News</i> .	<b>Reaffirm</b>
587	1988 Reaffirmed: 1999	<b>School Libraries</b> The NBTA will continue to advocate adequately funded and staffed School Libraries/Resource Centres.	<b>Reaffirm</b>
588-1	1988 Reaffirmed: 1999	<b>Education Finance</b> NBTA believes that education is of utmost importance to our society and should always receive high priority in provincial budget.	<b>Reaffirm as amended. NBTA will continue to promote the belief that ...</b>
599-5	1988 Reaffirmed: 1999	<b>Political Action</b> The NBTA will have an ongoing political action program to influence politicians in areas that affect education or the welfare of the members of the NBTA. <i>Principles of the NBTA Political Action Program</i> The NBTA will: (1) Avoid alignment with any political party. (2) Seek to influence the educational policies of political organizations. (3) Provide information on educational and teacher welfare issues to legislators. (4) Maintain an informal list of teachers who, through their attachment to political parties, may influence decision-makers.	<b>Reaffirm as amended.</b>  <b>(4) Maintain an informal list of teachers who, through their attachment to political parties, may influence decision-makers and call upon these teachers to help achieve specific goals.</b>
599-5 (a)	1988 Reaffirmed: 1999	<b>Classroom Standards for Teachers - Political Action</b> <b>Classroom Standards for Teachers</b> (1) Teachers shall be objective in their discussions of current affairs and shall refrain from indoctrinating students with a particular political ideological point of view or attitude, and shall give recognition to the plurality of ideologies in society. (2) Recognizing the tremendous impact teachers have on students, teachers shall take care not to use the students to gain political influence.	<b>Reaffirm</b>

## Recommendations from NBTA Board of Directors Continued...

### 2. Professional Development

That we recommend to the Annual General Meeting that we not recommend deduction of Council Day fees at source at this time.

### 3. Proposed Budget for 2004-2005

That the proposed budget for 2004-2005 be recommended to the Annual General Meeting.

### 4. Dues

That we recommend to the Annual General Meeting that the NBTA dues for 2004-2005 be \$549.00.

## Budget 2004-2005: Predicting the Future

By Melinda Cook, Director of Finance and Administration



One of the wonderful things about teaching is its unpredictable nature. Every day differs from the one before. Despite schedules and plans, wonderfully unexpected teachable moments arise, and the best-laid plans are reworked "on the fly" because of newly-discovered misconceptions or opportunities.

One of the difficult things about drawing up the NBTA budget is the unpredictable work of the Association. Despite careful calculations, and concerted efforts by the Board and staff to adhere to the budget, some accounts are over-spent because of arising opportunities or pressing educational issues. When an account is over-spent, every effort is made to ensure that another account is under-spent to keep the budget balanced, since a budget, once accepted by the AGM, is never reworked.

### Predicting with Accuracy?

Prior to the AGM, however, the budget is reworked several times. For the proposed 2004-2005 budget, planning began in December 2003. Very few of the budget lines can be predicted with one hundred percent accuracy. The transfers to special funds, such as the Educational Leave

Fund or the Leadership Workshop, are absolute. A number of other accounts, such as Staff Salaries or Grants to Branches can be predicted with a fairly high degree of confidence. For most of the budget lines, however, the calculations are more nebulous. Information is gathered from every conceivable source: newspapers, magazines, government publications, the Internet, and sources in government. This information is used to predict costs ranging from those incurred due to inflation (Consumer Price Index), to the percentage charged by the government for Employment Insurance, to the dues paid to the

Canadian Teachers' Federation based on the number of FTEs.

As each new piece of information is uncovered, budget projections are re-examined, until a final draft is presented to the NBTA Finance Committee in February. After the Committee recommends their final draft to the Board of Directors, the budget may only be altered by the April Board. Finally, after the Board recommends the budget to the Annual General Meeting, it may only be altered by the AGM.

The budget presented to you on the following pages has passed through two "readings", and has been scrutinized by approximately

forty teacher representatives. Every line has been examined to ensure that it represents the most cost-effective means of providing service to teachers. Although there are no fundamental deviations from the current fiscal year, there are a few budget lines that deserve special mention.

### Predicting Changes

The biggest change in the 2004-2005 budget is found in Account 6097 - Secretarial, Clerical, and Casual Salaries. In December 2002, when one of the support staff retired, the decision was made not to replace her in the coming fiscal year. For the past eighteen months, the office has functioned with seven secretarial positions. Although the support staff has worked diligently to maintain the level of service to teachers, there have been several behind-the-scenes tasks (such as the maintenance of records) that have not been done as they should have been. Because of this, the Board of Directors has recommended to you that an eighth support staff position be reinstated.

A second account that has deviated from an established pattern is 6001-President's Travel, Meals and Accommodations. This account usually cycles up and down in alternating years. During the year in which an incoming President





assumes the office, the allotted amount is higher due to moving costs. In the second year of the President's mandate, the budget line is decreased, as there are no moving costs. For the 2004-2005 fiscal year, the budget line has remained high, however, since the President is to attend an Education International meeting in Brazil at an estimated cost of \$4292.00.

Accounts 6106 – Purchase and/or Replacement of Equipment Fund, and 6202 – Supplies, should be examined together. Account 6106 shows a decrease of \$5000.00, while 6202 shows an increase of \$5000.00. NBTA policy dictates that any computer expenditure exceeding \$500.00 be taken from the Purchase of Equipment Fund; while any expenditure below this amount be taken from Supplies. Although some computers are being updated, most of the Association's computer purchases are now less than \$500.00, so money has been shifted from the first account to the second.

The fifth account that shows a change in pattern is Account 6410 – Welcome to New Teachers Workshop. This event has proven to be nearly impossible to budget for

since the number of new teachers attending is never known before the day of the workshop. In the last few years, different formulas for distributing payments to attendees have been examined, tried, and discarded. At the recommendation of a sub-committee of the Executive, the Board has agreed to a new funding formula. You will note that there are three amounts specified under travel. The first amount, \$745.00 is allocated for overnight accommodations and meals for those who must travel from the most remote Branches. The second allocation of \$2000.00 is earmarked for Directors' travel. The third amount, \$3500.00, is allocated for new teachers' travel. The \$3500.00 will be divided equally among new teachers on a per kilometer basis.

#### Predicting Positively

The final account to which I would like to draw your attention is Account 6619 - Contract Contingency. Since the NBTF is currently involved in negotiations, the possibility of retroactive pay and pay adjustments exists for the coming fiscal year. In order to ensure that the overall budget is not

significantly over-spent, an amount of \$25,000.00 has been allocated to cover these possibilities.

Again, the NBTA Budget is a projection of future costs that cannot be accurately predicted. Data has been gathered from many sources, so informed decisions were made regarding the projected costs of proposed programs and services. Ultimately, at the Annual General Meeting your decision to accept or reject the recommendations regarding the budget will determine the programs and services available to the membership, so please ensure that you have thoroughly examined the information provided on the following pages. If, as you read, you have any questions – please feel free to contact your Director of Finance at 452-1739 or cookm@nb.aibn.com.



## Johnson Scholarships and Academic Grants

Applications for Johnson Scholarships and Academic Grants are now available for the 2004/2005 academic year.

Scholarships are to assist students beginning post-secondary studies following the completion of high school.

Academic Grants are to assist those returning to full-time studies following an absence of two or more years and for those beginning full-time studies as a mature student.

NBTA members/employees and their dependants (who are enrolled in either the NBTF Group Insurance Plan or the Johnson Inc. Home or Auto Plan) are eligible to apply.

Scholarships and Academic Grants are valued at \$1,000 and there will be a total of 100 awarded across Canada.

Completed application forms must be submitted by September 15.

Forms are available by:

**Calling Toll-free** 1-877-328-7878

**E-Mail** [scholarshipsandgrants@johnson.ca](mailto:scholarshipsandgrants@johnson.ca)

or **On-line** [www.johnson.ca](http://www.johnson.ca)



Johnson Inc. is pleased to announce that Erin Molloy, shown here accepting a cheque for \$1000 from Dale Weldon of Johnson's Fredericton office, was a recipient of the Johnson Scholarship Program for the 2003-2004 academic year. Erin is pursuing an undergraduate degree at Mount Allison University and we wish her all the best in her academic studies.

**NBTA PROPOSED BUDGET 2004-2005  
AS RECOMMENDED TO THE NBTA ANNUAL GENERAL MEETING  
MAY 28 - 29, 2004**

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
<b>GOVERNMENT</b>						
6096	Admin. Salaries	\$ 464,837.00	\$ 463,917.00	\$ 465,280.00	\$ 470,297.00	Proposed cost is based on formula adopted by Board of Directors January 2001, and includes increments, as well as scheduled increases as per Teachers' Collective Agreement. Five Administrative Staff Members.
6097	Secretarial Clerical & Casual Salaries	\$ 294,117.00	\$ 276,802.00	\$ 270,000.00	\$ 307,366.00	Support Staff salaries based on formula adopted by Board. Subject to experience increments, plus scheduled salary increases.  Support Staff \$ 307,366.00 Overtime & Casual Help \$ -
6098	Administrative Travel, Meals and Accommodations	\$ 66,650.00	\$ 61,188.00	\$ 64,000.00	\$ 79,286.00	Accommodations & Meals \$ 17,785.00 Auto Expenses - In Province 117,781 kms. @ .33 \$ 38,868.00 Regional & National Meetings Person Officers \$ 2,320.00 National Secretaries' Meeting \$ 800.00 CEPA \$ 940.00 Atlantic PD Officers (3) \$ 3,000.00 CAPTD \$ 1,723.00 Atlantic Editors (3) \$ 1,875.00 Other/National \$ 1,250.00 Other/Regional (2) \$ 1,625.00
6099	Accident Insurance Premium	\$ 2,378.00	\$ 2,384.00	\$ 2,450.00	\$ 2,446.00	Coverage: Directors, President & Administrative Staff, 24-hour coverage. Committee members, AGM Delegates, Alternate Directors and candidates during election campaign. 24-hour coverage while on business of holder. For all classes the principal sum is \$150,000.  Authority: Policy # 272; October, 1999.
6000	President's Salary	\$ 103,658.00	\$ 110,853.00	\$ 110,853.00	\$ 106,829.00	1.715 of Certificate VI, 24.5 month Contract - subject to salary increases as per Teachers' Collective Agreement.  Authority: Board of Directors, Jan./94
6001	President's Travel, Meals and Accommodations	\$ 21,204.00	\$ 18,089.00	\$ 21,000.00	\$ 18,841.00	Meals & Accommodations \$ 6,400.00 Auto Expenses: 17,420 kms @ \$.33 \$ 5,740.00 Rental Allowance \$ - Other Expenses \$ - Moving \$ - V. P. Expenses \$ 2,400.00 E.J. Meeting \$ 4,292.00 Authority: Policy #261; January 1994.
6002	Executive Committee	\$ 18,290.00	\$ 23,162.00	\$ 20,500.00	\$ 23,187.00	10 Meetings Rooms (9 x 4 x \$71.30) + (9 x 7 x \$71.30) \$ 7,059.00 Travel (Ave. 1925 kms @ \$.33 x 9) \$ 5,717.00 Meals (\$46 x 7 x 9) \$ 2,898.00 (\$31 x 4 x 9) \$ 1,116.00 Nutrition Breaks \$ 450.00 Storm-Stay \$ 307.00 August Meeting (2.5 days) \$ 5,840.00
6003	Board of Directors	\$ 40,397.00	\$ 43,561.00	\$ 40,000.00	\$ 44,849.00	Travel 31,924 @ \$.33 \$ 10,535.00 Meals (\$93 x 3 x 35) \$ 9,765.00 Accommodations (30 x 9 x \$71.30) \$ 19,251.00 Nutrition Breaks \$ 775.00 Orientation \$ 240.00 Supply Costs \$ 3,510.00 Storm Stay \$ 773.00



Account No.	Account Title	Actual Expend. 2003-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
6004	Annual General Meeting	\$ 33,989.00	\$ 36,240.00	\$ 40,000.00	\$ 38,035.00	<p>54 Delegates; 32 Directors; 8 Staff; 1 Committee; 2 Exchange; 3 Past Presidents (Thurs. p.m., Friday &amp; Saturday)</p> <p>Travel (23,116 kms. @ \$33) \$ 7,628.00</p> <p>Meals (100 x \$42) \$ 4,200.00</p> <p>Accommodations (91 x 2 x \$71.30) \$ 12,977.00</p> <p>Flowers \$ 353.00</p> <p>Nutrition Breaks \$ 535.00</p> <p>Framing \$ 168.00</p> <p>Hosting \$ 248.00</p> <p>Misc. (Wrapping paper/Cards) \$ 100.00</p> <p>AGM Dinner (180 x \$39 inc. Tax &amp; Gratuity) \$ 6,240.00</p> <p>Reception \$ 998.00</p> <p>Luncheon + Transportation \$ 1,382.00</p> <p>Supply Teachers \$ 1,884.00</p> <p>Room &amp; Equipment Rental \$ -</p> <p>Entertainment (Dance) \$ 325.00</p> <p>PR - Souvenirs \$ 1,000.00</p> <p>Breakfasts \$ -</p> <p>A decrease in the above costs may be realized if delegates and directors travel together, share rooms, and do not require supply teachers.</p>
6010 to 6037	Committees	\$ 37,317.00	\$ 30,608.00	\$ 30,606.00	\$ 33,976.00	<p>The following costs are based on 2003-04 geographic distribution of Committee members. Does not include cost of supply teachers if required. Appointment of Committee takes place July-September, 2004. Geographic location of members and tasks assigned will have bearing on costs. P-Provincial / R - Regional</p> <p>Centennial (P) \$ 1,422.00</p> <p>Curriculum (P) \$ 1,878.00</p> <p>Finance (P) \$ 2,108.00</p> <p>Teach/Learn Conditions (R) \$ 797.00</p> <p>Nominating (P) \$ 1,548.00</p> <p>Pension (R) \$ 990.00</p> <p>Prof. Cond. &amp; Standards (P) \$ 2,363.00</p> <p>Professional Development (P) \$ 2,185.00</p> <p>Equity in Education (P) \$ 1,371.00</p> <p>Public Relations (R) \$ 2,227.00</p> <p>Resolutions (R) \$ 100.00</p> <p>Teacher Ed &amp; Cert. (R) \$ 1,256.00</p> <p>CTF Advisory (P) \$ 3,240.00</p> <p>In-School Administration (P) \$ 6,900.00</p> <p>Classroom Management &amp; Discipline (P) \$ 765.00</p> <p>Ad Hoc Committee for 2004 Council Conference (R) \$ 1,500.00</p> <p>Ad Hoc &amp; External \$ 3,356.00</p>
6038	Centennial Award	\$ 2,163.00	\$ 1,900.00	\$ 1,900.00	\$ 1,850.00	<p>Award \$ 1,900.00</p> <p>Pin, Tray &amp; Engraving \$ 350.00</p> <p>Authority: Policy #723 January, 1998.</p>
6039	Family Care Expenses	\$ -	\$ 400.00	\$ 400.00	\$ 400.00	<p>For members while on business of the Association in those circumstances where care must be provided by a person outside the immediate family as follows:</p> <p>Up to \$20.00 for an Evening Meeting.</p> <p>Up to \$40.00 for a meeting held on a day other than a school day or overnight.</p> <p>Authority: Policy #25 January, 1997.</p>
6041	CTF Fees	\$ 105,556.00	\$ 105,357.00	\$ 105,357.00	\$ 105,357.00	5190 @ \$20.30
6043	CTF Hosting Fund 2003	\$ 7,688.00	\$ 7,000.00	\$ -	\$ -	Authority: Board of Directors - Jan./03
6050 to 6070	Conferences	\$ 21,132.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	This item represents the cost of sending NBTA representatives to Conferences approved by the Board of Directors or Executive Committee. Policy 643 reaffirmed by: Board of Directors: October 2000.

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
8075	Election Expenses	\$ 6,608.00	\$ 5,255.00	\$ 5,500.00	\$ 5,255.00	This item provides funds not exceeding \$1000 for each candidate running in the Presidential & Vice-Presidential election, and a Candidates' Orientation Meeting.  3 x \$1000 \$ 3,000.00 Orientation \$ 500.00 Supply Teachers \$ 1,755.00 Authority: Policy # 154: January 1998.
<b>NON-DEPARTMENTAL</b>						
8100	Donations and Grants	\$ 1,370.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	This item includes donations and grants made to provincial organizations in which N.B. Teachers may be directly included. Subject to guidelines established by the Executive Committee. The maximum grant is \$500. Also includes an annual grant of \$1000 to the Children's Wish Foundation of N.B.
8101	Research	\$ 2,044.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Provides NBTA and NBTA Committees resources to conduct research into topics of current concern as directed by the Board of Directors and Executive.
8102	Entertainment of Guests	\$ 295.00	\$ 500.00	\$ 500.00	\$ 500.00	This item allows the President, Staff, Executive Committee and Directors to host visitors from CTF, other Teacher organizations, National, Provincial and International organizations when they visit the NBTA Offices.
8103	Staff Retirement Allowance Fund	\$ 75,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	This Fund has been set up to distribute the cost of the Retirement Allowance Clause in the Administration and Support Staff Agreements over several years. As of January 31, 2004, Fund stands at \$125,522.53.  Authority: Policy #833 - January 1998.
8104	Project Overseas I	\$ 9,910.00	\$ -	\$ -	\$ 9,910.00	This item represents our cost in sponsoring one teacher for the CTF Project during July & August. The NBTA member(s) chosen receives no remuneration other than expenses and spends his/her time working in an organized program with teachers in developing nations in Africa, Asia and the Caribbean. There were no applications for 2003-04.
8105	Retiring Teachers' Luncheon	\$ 25,704.00	\$ 29,875.00	\$ 28,375.00	\$ 28,375.00	This account includes the cost of the Luncheon for Retiring Teachers, AGM Delegates, Directors, MLA's, invited guests and Administrative Staff.  Flowers \$ 2,500.00 Rental \$ 3,000.00 Photos \$ 2,700.00 Luncheon (600 x \$30.00) \$ 18,000.00 Entertainment \$ 200.00 Calligraphy \$ 475.00 Miscellaneous \$ 100.00 Decorating \$ 1,400.00 The above items may increase or decrease in relation to the number of teachers who will retire in June, 2005.
8106	Purchase and/or Replacement of Equipment Fund	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 15,000.00	This fund is designed to accumulate sufficient monies to purchase and replace equipment deemed necessary for efficiency and to permit spreading of these costs over several fiscal periods.  Fund stands at \$23,856.94 - January 31, 2004. Authority: Policy #272 - October 1999.
8107	NBCEA	\$ -	\$ -	\$ -	\$ -	
<b>COMMUNICATIONS</b>						
8200	Newsletter, Photo & Graphic Supplies	\$ 1,508.00	\$ 1,655.00	\$ 1,655.00	\$ 1,655.00	Guest Writer's Fees \$ 200.00 Film Supplies & Development \$ 700.00 Art / Camera Supplies \$ 300.00 Clip Art \$ 455.00

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
6201	Postage	\$ 47,693.00	\$ 62,364.00	\$ 48,000.00	\$ 52,830.00	NEWS 10 issues x \$2700 \$ 27,000.00 Special Flasher 3 x \$800 \$ 2,400.00 Other \$ 23,340.00  Other costs include correspondence, minutes, surveys, notices, agendas, etc.
6202	Supplies	\$ 65,567.00	\$ 60,080.00	\$ 65,000.00	\$ 65,000.00	Includes cost of stationery, paper for all publications, photocopying, printroom supplies, office supplies, and computer software. Paper & Printroom Supplies \$ 35,000.00 Photocopying \$ 12,000.00 Computer Supplies \$ 12,500.00 Office Supplies \$ 5,470.00
<b>PROFESSIONAL DEVELOPMENT</b>						
6300 to 6307	Professional Development	\$ 56,160.00	\$ 73,535.00	\$ 68,000.00	\$ 69,957.00	SUMMER INSTITUTES (Supplement to DOE Funding) Nutrition Breaks \$200 Resource/Personnel 500 Materials 300 \$ 1,000.00  CONTACT 2004 (Nova Scotia) 30 Participants @ \$200 6,000 Shared SEED money 1,000 \$ 7,000.00  SPECIAL PROJECTS P.D. Workshops 5,000 Resource Materials 1,500 Atlantic Initiatives 3,000 NSDC Conference 3,000 Special Programs 1,000 \$ 13,500.00  DSS LEADERSHIP INSTITUTE \$ 1,500.00  BRANCH PD CHAIRPERSONS' WORKSHOPS Meals & Accommodations 4,647 Travel 5,260 Nutrition Breaks 250 Resources 200 \$ 10,357.00  BTIP \$ 30,000.00  EXCHANGE TEACHERS Wessex Exchange Hospitality 200 Supply Teachers 450 Council Registrations & Fees 100 Welcome & Orientation 250 Public Relations Items 300 \$ 1,100.00  SCHOOL BASED LEARNING TEAMS 5 School-based Grants @ \$1,000 (DOE Funding pending) \$ 5,000.00  MISCELLANEOUS P.D. \$ 600.00
6336 to 6340	NBTA Councils	\$ 36,345.00	\$ 37,133.00	\$ 37,000.00	\$ 35,560.00	GRANTS: \$4.00 Per Teacher (5280) \$ 21,120.00  SPECIAL PROJECTS 3 @ \$500 \$ 1,500.00  LEADERSHIP WORKSHOP - 1 DAY Meals \$1,300 Accommodations 2,130 Travel (10,729 kms. @ \$.33) 3,541 Nutrition Breaks 200 Materials & Resources 1,000 \$ 6,260.00  COUNCIL CO-ORDINATING (3 x 6 x \$280) \$ 4,860.00
<b>MEMBER SERVICES</b>						
6400	Grants to Branches	\$ 45,420.00	\$ 45,540.00	\$ 45,492.00	\$ 45,540.00	Rebate to Branches of \$6.00 per member - minimum grant \$1200 - half of which is paid October 31 and the balance February 28. Based on Nominal Rolls.  Authority: By-Law # 4(f).

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
6401	Leadership Workshop	\$ 14,498.00	\$ 14,989.00	\$ 14,960.00	\$ 14,845.00	Fund to spread costs over two accounting periods. Next workshop scheduled for August, 2005. 4 delegates per Branch - 2 cars (1 extra: Moncton, Fredericton, Saint John)  Travel 20,255 kms. @ \$.33 \$ 6,684.00 Meals (114 x \$44.50) \$ 5,073.00 Workshop Dinner (135 @ \$20.00) \$ 2,700.00 Accommodations (155 x \$100.05) \$ 15,508.00 Luncheon & Transportation (buses) \$ 1,550.00 Reception \$ 700.00 Nutrition Breaks \$ 400.00 Miscellaneous (Entertainment/Security/etc.) \$ 350.00 PR Items \$ 1,200.00 Estimated Total \$ 34,255.00 Less Est. Balance June 30/04 \$ (4,585.00) \$ 29,670.00  Divided by 2 fiscal accounting periods = \$14,845.00
6403	Educational Improvement Grant Fund	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	Money is available to teachers to help defray costs of conferences and school visitations. (Providing the Province grants at least \$30,000)
6404 to 6406	Public Relations	\$ 69,552.00	\$ 64,550.00	\$ 62,000.00	\$ 63,110.00	<b>MEDIA</b> (TV, Radio, Press, Production Costs, Evaluation, Polls, Surveys and Web Site development & maintenance) \$ 48,180.00  <b>INTERNAL</b> Promotional Items Branch PR (Workshops, KOs, etc.) \$ 12,000.00  <b>MISCELLANEOUS</b> Branch Special Projects (4 @ \$200) \$ 800 Provincial Tournaments 3,750 Other .820 \$ 4,950.00
6407	Money Management Seminars	\$ -	\$ 600.00	\$ 329.00	\$ -	Held every second year.
6408	Pre-Retirement	\$ 1,060.00	\$ 750.00	\$ 450.00	\$ 700.00	Seven Regionals Room/Custodial (7 @ \$100) \$ 700.00 Breaks (650 @ \$5.00) \$ 3,250.00 Less: Registration Fees (650 @ \$5.00) \$ (3,250.00) \$ 700.00
6409	Retiring Teachers' Gifts	\$ 7,446.00	\$ 10,075.00	\$ 10,075.00	\$ 9,425.00	325 @ \$29
6410	Welcome to New Teachers Workshop	\$ 7,093.00	\$ 8,492.00	\$ 9,304.00	\$ 9,045.00	Provincial Workshop to be held in Fredericton in the early Fall of 2004. Travel: \$ 745.00 \$ 2,000.00 \$ 3,500.00 Lunch \$ 1,800.00 Breaks \$ 100.00 PR Items \$ 900.00
6412	Branch Presidents' Workshop	\$ 7,256.00	\$ 7,670.00	\$ 6,301.00	\$ 7,381.00	28 Branch Presidents, Executive, Staff Travel (10,060 kms @ .33) \$ 3,320.00 Accommodations (32 @ \$71.30 x 1) \$ 2,282.00 Meals (\$21 x 32) \$ 672.00 Nutrition \$ 100.00 Reception \$ 487.00 Supplies \$ 100.00 Luncheon \$ 420.00
6413	Johnson Award	\$ -	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	Provides funding for Teacher Research on NBTA priorities.
<b>TEACHER WELFARE</b>						
6500	Teacher Welfare Contingency	\$ 200.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	This item covers programs and educational issues not budgeted for.

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
6022	Professional Conduct & Standards Workshop	\$ -	\$ 8,000.00	\$ 8,000.00	\$ -	No workshop scheduled
6003	N.B.S.R.T.	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	An annual grant of \$1,000 is made to the N.B. Society of Retired Teachers to help defray the costs of travel and accommodations for meetings.
6004	N.B.S.R.T. Reflections	\$ 4,895.00	\$ 5,800.00	\$ 5,000.00	\$ 5,000.00	Assistance in publishing "Reflections" - 3 issues per year. Subject to cap. Authority: Policy # 581 - April 1988.
<b>OFFICE OPERATIONS</b>						
6000	Employment Insurance	\$ 15,240.00	\$ 15,247.00	\$ 15,247.00	\$ 14,250.00	Represents 1.4 times the employees' contributions. Maximum contributions per employee for year 2004 is \$732.20. Maximum insurable earnings for 2004 is \$29,000.00.
6001	Canada Pension Plan	\$ 22,898.00	\$ 24,574.00	\$ 24,574.00	\$ 24,742.00	Represents the matching employer's contribution. Maximum contribution per employee: 2002 - \$1881.20 est. 2003 - \$1831.00 2004 - \$1801.00 2005 - \$1675.20 2006 - \$1496.00 2007 - \$1329.00
6002	NBTA Pension	\$ 19,889.00	\$ 21,795.00	\$ 19,709.00	\$ 24,697.00	Money-purchase pension plan introduced January 1, 1984. Employer contribution 6% at present.
6003	Group Insurance	\$ 27,705.00	\$ 28,710.00	\$ 25,080.00	\$ 26,570.00	Under the present agreements, full cost of medical insurance premium for all employees, 100% of life insurance and 50% of dental is paid by NBTA.
6004	Administrative Staff Pension	\$ 45,115.00	\$ 46,514.00	\$ 47,000.00	\$ 47,750.00	NBTA matches contributions by Staff and President to Teachers' Pension Plan.
6009	Bank Charges	\$ 805.00	\$ 300.00	\$ -	\$ -	Cost of cheque orders now located in Office Expense.
6010	Legal Assistance to Teachers	\$ 3,415.00	\$ 49,940.00	\$ 28,800.00	\$ 42,220.00	Provides for legal assistance to teachers subject to approval of Executive Committee. Authority: Board of Directors: January 1987. Budget based on 3-year average. 2002: \$83,748 2003: \$9,415 2004: \$29,500 (est.)
6011	Professional and Technical Fees	\$ 9,225.00	\$ 10,800.00	\$ 11,200.00	\$ 11,200.00	Audit (NBTA) \$ 6,000.00 Legal \$ 2,000.00 Computer Consultant \$ 1,200.00
6012	Miscellaneous Expense	\$ 579.00	\$ 600.00	\$ 800.00	\$ 800.00	Flowers for deceased teachers, illnesses, sympathy cards, miscellaneous gifts, etc. May also include cost of honoraria or gifts for special speakers.
6013	Office Expenses	\$ 5,230.00	\$ 6,400.00	\$ 5,005.00	\$ 7,365.00	Postage Meter Rental \$ 660.00 P.O. Box Rental \$ 85.00 Secretary Recognition \$ 625.00 Ballot Envelopes \$ 1,800.00 Miscellaneous \$ 250.00 Training Courses \$ 1,700.00 Cheque orders \$ 640.00 Equipment Repairs \$ 1,500.00
6014	Telephone & Fax	\$ 24,387.00	\$ 23,720.00	\$ 22,005.00	\$ 24,580.00	Includes our share of the cost of the switchboard, telephone, collect calls from Directors, Branch Presidents and Committee Chairs, plus calls from Central Office. Basic & E-Mail \$ 12,670.00 Long Distance & Fax \$ 4,200.00 Cellular \$ 7,510.00

Account No.	Account Title	Actual Expend. 2002-2003	Budget 2003-2004	Projected 2003-2004	Proposed Budget 2004-2005	EXPLANATION
6615	Fidelity Bond	\$ -	\$ -	\$ -	\$ -	NBTF Policy now covers all staff of NBTA as well.
6616	Workers' Compensation	\$ 4,100.00	\$ 4,754.00	\$ 3,555.00	\$ 4,490.00	Effective January 1, 1981, the Workers' Compensation Act was amended to include all employees in the Province. The maximum earnings on which we will pay a premium is \$ 50,000. The assessment rate for 2004 is \$ .60 per hundred of the assessable wages.
6617	Administrative Staff Educational Fund	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	In order to spread the cost of Educational Leaves for Administrative Staff over a period of years, the NBTA Board of Directors authorized the setting up of a Fund at its November 1981 meeting. Fund stands at \$6,876.32 as of January 2003.
6618	Administrative Staff Replacement Fund	\$ 3,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	Fund established by Board of Directors to allow over-lap in hiring staff to assure that Administrative Staff are able to use the vacation allotted to them in their Agreement. Authority: Board, January, 1993. \$7,393.15 as of January 2004.
6619	Contract Contingency	\$ -	\$ -	\$ -	\$ 25,000.00	To help defray the costs of salary & benefit increases resulting from negotiations.
<b>TOTALS</b>		<u>\$ 1,301,071.00</u>	<u>\$ 1,957,056.00</u>	<u>\$ 1,905,512.00</u>	<u>\$ 2,015,415.00</u>	

2004-05 Budget over 2003-2004 Budget: \$57,429.00

Budgeted Surplus 2003-04: \$15,742

Projected Surplus 2003-04: \$66,551



# Helping Students Evaluate Online Information

by Jane Tallim

Media Awareness Network

Teachers know that students are perfectly adept at *finding* information on the Internet but that they are often lost when it comes to *evaluating* it.

Canadian students rely heavily on the Internet for doing homework and research. A national Media Awareness Network (MNet) survey demonstrates that when it comes to finding information for homework, 44 per cent of young Canadians turn to the Internet first, over books from schools (19 percent) and public libraries (16 percent). That's why young people must develop critical thinking skills to evaluate the quality – and just plain truth – of what they find online.

Media Awareness Network was established, in part, to do just that. From its inception in 1996, MNet's goal has been to equip adults with the resources necessary to help young people understand how the media work, how they gather, construct and disseminate information, and how that information helps to shape our understanding of the world, our attitudes about issues, and the decisions we make about our lives.

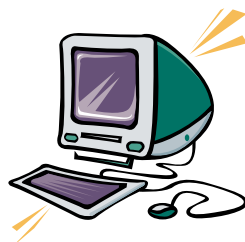
## Anyone can get published on the Internet!

It's no wonder students turn to the Internet first -- it is, after all, the world's largest and most accessible library. However, quantity – and not quality – is often the order of the day. Unlike the traditional publishing process, creating a Web site is relatively easy and inexpensive. There are few gatekeepers – no editors or publishers – and no librarians vetting and acquiring materials. It's critical that students know how to check the credibility of a source before making a judgement about content.

In 1999, Media Awareness Network launched *Web Awareness Canada*, a program to help teachers and librarians understand the emerging issues affecting young

people as they go online. Unable to respond to all of the requests to deliver teacher and librarian training on the critical issues, MNet developed a series of online workshops: *Kids for Sale* (addressing privacy issues), *Safe Passage* (teaching Internet safety), and *Fact or Folly* (providing tools for evaluating online information).

Four years later, the workshops are being used in every region of the country. An evaluation of the program conducted last year pointed



to an even greater need. Once teachers had participated in the PD workshops, they wanted to bring Internet literacy into the classroom.

In response, MNet has produced *Reality Check! Evaluating Online Information*, – a practical student-centred resource for use in the classroom. Teachers tell MNet that it's as basic a tool for kids today as *Typing Tutor* was for the last generation. *Reality Check!* takes students through a series of lesson modules, building the critical thinking skills necessary to get the most out of the Internet library, while avoiding its information pitfalls.

## Who, What, When, Where, Why and How...

Applying the journalist's basic framework, *Reality Check!* focuses on teaching students to go beyond the obvious, to exercise skepticism, compare information sources, and apply basic investigative tools to their Internet activity. Presented in seven interactive modules, *Reality Check!* provides strategies for optimizing searches, addresses issues of copyright and plagiarism and walks students through a series of

questions that help them to evaluate the truth and quality of online information.

For example, *Reality Check!*'s "Who" module teaches students to watch out for bias – to recognize the relationship between the purpose of a site and the slant of its content – by investigating the people behind a particular site. One way to gather this information is to look for real world contact information (individual and organization names, a legitimate street address, and a phone number), and a clear explanation of the site's purpose. Students are given tips on how to do domain name and link searches to determine who has registered a URL and what other groups – if any – link to the site. Students are also encouraged to verify information from two other independent on-line sources.

In each module, students visit a number of Web sites specifically chosen to demonstrate the inherent challenges of identifying credible information. These include a legitimate looking site about Martin Luther King that is actually cleverly disguised hate propaganda seeking to discredit the civil rights leader, and a teen site about "real girls like you!" offering games, a chat room, and information about popularity and keeping fit – designed to promote beef consumption!

One thing is clear – it's no longer enough for today's students to be able to read, write and apply critical thinking skills to text-based arguments. The information literacy necessary in a world dominated by multi-media and Internet communication tools demands more sophisticated analysis. With help from Industry Canada's SchoolNet, Media Awareness Network is providing teachers with the tools to do the job.

Jane Tallim, author of *Reality Check!* and Director of Education for Media Awareness Network, is a nationally-recognized expert on Internet issues relating to youth. Jane welcomes your

feedback at  
jtallim@media-awareness.ca

The Media Awareness Network (MNet) is a not-for-profit media education organization that supports educators through a large media education Web site ([www.media-awareness.ca](http://www.media-awareness.ca)). MNet is supported financially by Bell Canada, Rogers Cable Communications Inc., AOL Canada Inc., Microsoft Canada, CHUM Television, CTV Inc., TELUS, Craig Media Inc., Canadian Recording Industry Association, National Film Board of Canada, Alliance Atlantis, BCE Inc., CanWest Global, and the Government of Canada. Funding for the production and promotion of *Reality Check!* was provided by SchoolNet.

#### **SIDE BAR Accessing the Resource**

In response to educator feedback, *Reality Check! Evaluating Online Information* has been produced in two formats. One format allows its seven modules to be introduced to the classroom as a PowerPoint presentation by teachers equipped with an LCD projection system; the other is designed for students to use on their own, in the computer lab or at home. An extensive teacher's guide provides handouts and assignment sheets.

For more information on purchasing a school or district licence, contact the Media Awareness Network:

- Call 1-800-896-3342
- Visit [www.realitycheckforstudents.ca](http://www.realitycheckforstudents.ca)
- Write [licensing@media-awareness.ca](mailto:licensing@media-awareness.ca)

## Welcome to the Future of Canadian Democracy

Student Vote 2004 is a non-partisan, educational initiative inspiring a habit of electoral and community participation among students. Student Vote 2004 will operate during upcoming Federal election, in all provinces and territories across Canada, targeting the high school grade levels.

Registered schools receive an instructional resource and other materials, at no cost, for use during the campaign period. Through in-class lessons and school-wide activities, students learn about the democratic process, and become aware of the party platforms and local candidates. The Winnipeg Free Press will provide complimentary publications to registered schools to promote media literacy and an understanding of current affairs.

Closer to Student Election Day, schools receive election kits containing: ballots, ballot boxes and an operations manual.

Students take over the roles of Returning Officers and Poll Clerks, and conduct a school wide vote. Once students have voted on their local candidates, the results are tabulated and called into the Student Vote 2004 Returning Office. Results are broadcast on partnering television networks and published in *The Winnipeg Free Press* the following day.

The successful trial program operated during the Ontario Provincial Election, which involved over 800 schools and introduced over 335,000 students to the electoral process. The expectation for Student Vote 2004 is for a million students to cast a ballot, in every riding across Canada.

Be a part of this grand democratic experiment... register your school for Student Vote 2004 – please visit [www.studentvote2004.ca](http://www.studentvote2004.ca) or call 1-866-488-8775.



## REMEMBER THESE DATES



### **Deadline Dates**

Conference Grants — Five weeks prior to opening day

#### **Election Dates**

- Ballots mailed to Branch Presidents - On or before April 15, 2004
- Voting to take place - April 19-23, 2004 inclusive
- Ballots returned to Central Office by 5:00 pm - April 30, 2004
- Counting of Ballots - May 5, 2004
- Candidates notified - May 5, 2004

Employment Insurance Rebate Report — June 1, 2004

Registration of Branches — June 1, 2004

Report of Branch Meetings — June 1, 2004

Names of Branch Committee Chairpersons — June 1, 2004

NBTA Council Annual Reports — June 15, 2004

NOTE: Check with NBTA Personal Calendar for key activities within NBTA, NBTf and CTF.

### **OTHER IMPORTANT DATES**

NBTA AGM — May 28-29, 2004

Retiring Teachers' Luncheon — May 29, 2004

## School Leaders: Sharing the Load

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

I recently had the privilege of working with 45 principals and vice-principals at a workshop dealing with, among other things, the challenge of building a collaborative culture. As part of the day, these school-based leaders shared some of the effective strategies that they were currently using in their schools.

One idea that really caught my attention dealt with staff meetings. In a few schools, the principal actually turned over the responsibility of running the staff meetings to teachers. Interested teachers would each take a turn acting as the facilitator for the after school session, instantly changing it from a 'top down' experience to a truly collaborative component of the school's culture. I really wish I had thought of that idea when I was wrestling with how to make the best use of the monthly get-together with my middle school staff.

By placing such trust in teachers, a school principal is contributing to more than the culture of collaboration. This is an example of what current research refers to as collective leadership, the development of teacher leaders that ideally should exist at all levels of the school. A teacher leader need not be interested in ever becoming an administrator, but can have a profound impact on the school in which he/she works.

In her new book, ***Leadership Capacity for Lasting School Improvement***, author Linda Lambert defines teacher leaders as "those whose dreams of making a difference have either been kept alive or have been reawakened by engaging with colleagues and working within a professional culture." I know that such teachers exist in large numbers



in New Brunswick schools, and it behooves the school principal to nurture these teachers and empower them to act upon their passions.

These teachers are described by Lambert as "reflective, inquisitive, focused on improving their craft, and action-oriented; they accept responsibility for student learning and have a strong sense of self...they are open to learning, and understand the three dimensions of learning in schools: student learning, the learning of colleagues and learning of their own."

These are the teachers who are not afraid to come forward and say,

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***"...three dimensions of learning in schools: student learning, the learning of colleagues and learning of their own."***

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'I have an idea'...then they run with it and make it happen. They organize fund-raisers, coach teams, work with student councils, connect with the community. Give these same teachers (or others) the responsibility for leading a staff meeting, or chairing a committee on parent involvement, or building a curriculum team, and they will rise to the occasion.

Involving teachers in true collaboration, that is, empowering them to make decisions, consider alternatives and set direction, will sustain the improvement cycle of the school. Indeed, one of the greatest problems that researchers have found with school improvement is sustaining it, once the current principal leader has left. In schools with shared leadership, the momentum continues, fueled by the skills and commitment of the

teacher leaders left behind.

Of course, this all sounds easier than it is. True collaboration takes time (and sometimes the temptation to just make the decision yourself is too great for the principal to ignore). "It is not easy to create a climate where teachers feel free to disagree and challenge one another," states educational researcher, Andy Hargreaves, (JSD Spring 2004). But it is essential, he suggests, if schools are to move through various stages of improvement.

"It is important to recognize", he reiterates, "that this effort can't rest solely on the shoulders of one person but will require the participation of many people over time. This means developing the leadership capacity among staff and community members instead of placing it solely on the shoulders of one heroic or charismatic individual."

So shared leadership is a win-win-win. The principal gains the support, wisdom and expertise of highly-skilled teachers on the staff; the teachers gain enthusiasm and are energized by their work as leaders and the professional respect that comes to them as a result of it; the school moves along a continuum of progress that creates both higher achievement and higher workplace satisfaction.

I challenge both school administrators and teachers to engage in a conversation about your school. Are you building leadership capacity? Are teachers' skills recognized and utilized by empowering them to lead in a variety of ways? Are there opportunities for collective leadership that are being overlooked? It may not be an easy conversation, but it is one worth having.

Literacy Ideas

The March 2004 issue of *Educational Leadership* is devoted to

literacy strategies. In fact, all literacy mentors would benefit from having a copy of the entire issue. I can recommend three interesting articles that mentors and K-3 teachers would appreciate. **The Most Important Words** suggests ways to help early readers identify their own 'special' words and make them part of their reading vocabulary. Along the same idea, **Making Words Stick** is an amusing look at the curious ways young kids confuse new words. It talks about the 'linguistically disadvantaged' student and suggests instructional approaches that can help. In **The Case for Informational Text**, the author identifies four strategies that teachers can use to improve K-3 students' comprehension of non-fiction writing.

#### Lesson Study

One of the newest approaches to improving our craft is **Lesson Study**. Based on a model used extensively in Japan, the February/March issue of *Tools for Schools* outlines a 7-step model for this new form of professional growth. **Lesson Study** involves teachers working together to focus, plan, teach, observe and

refine a particular lesson. The model allows all teachers in the group to benefit and eventually implement a lesson that will be the best it can be. This 6-page handout comes complete with a debriefing guide...a sort of do-it-yourself guide to the process.



#### Gender Again

The topic of gender differences in learning is explored in **He Learns, She Learns: Exploring Gender Differences**. (Middle Ground April 2004). The easy-to-read article highlights what young adolescents think about the so-called gender difference.

#### Keeping Them Engaged

Rick Wormeli suggests that "students should never have free time in a middle school classroom." (**Sponges and Warm-ups**, Middle

Ground April 2004). A sponge activity 'soaks up' that free time but in ways that provide meaningful learning. This is a great article filled with real examples that teachers from Grades 4-10 could put to use immediately.

A totally different context still increasing student engagement and the by-product is a reduction in plagiarism. In "**Plagiarism-Proofing Assignments**" (Phi Delta Kappan, March 2004), media and technology teacher Doug Johnson challenges teachers to create assignments that call for higher levels of engagement and creativity and make it much harder for students to simply cut and paste from the web. He gives great examples and practical ideas that would be particularly relevant to high school teachers.

#### Council Day

I look forward to seeing many of you at one of our Provincial Council Conferences. There are so many benefits: top keynote speakers, professional sharing with colleagues, networking and fun! Special thanks to all the dedicated Council members for their hard work and dedication in making it happen!

## Council Day: FAQ's

Do I have to attend a Council Conference?

Teachers in New Brunswick do have a contractual obligation to participate in professional development on Council Day. Your Professional Association encourages all teachers to participate in one of the three Council programs. However, teachers have a choice about their professional activity on this day. If for some reason a teacher is unable to attend a Council Day conference, that teacher may submit an Alternate Proposal (see below for details).

Why do I have to pay a registration fee?

This question is one of the most frequently asked. The Council Day programs are **conferences**. Anyone who has ever been involved in



organizing a conference realizes the expenses that are associated with such an event. The \$12.00 dues that you pay to your council provide an operational budget for the Council to do its work. In other words, those fees maintain the Council structure so that these teachers may meet on weekends and plan professional development in the form of conferences, institutes, etc. The conference day involves such expenses as honoraria to keynotes

and teacher presenters, insurance, custodial fees, facility rental fees, nutrition breaks (some of which cost close to \$5000.00), printing costs, and all of the other expenses required to organize and conduct a conference of this caliber. The goal of each Council is to "break even" based on the \$30.00 Council registration fees received from participants. An equivalent conference organized by other organizations would have registration fees that would run at a minimum of \$100.00 and would more likely be several hundred dollars. This makes our Council Day conference a bargain.

What is an Alternate Proposal? As mentioned, if a teacher is unable to attend Council Day, the Association has requested that this

teacher give some serious personal thought to a meaningful professional development activity that could substitute for his/her attendance at the provincial conference. By completing the Alternate Proposal application form (available from your PD Rep or on the NBTA Website) and submitting it to your School-Based Committee, a teacher will be free to pursue that plan, provided it meets the guidelines developed by the NBTA Provincial Association.

Is an Alternate Proposal necessary?

The NBTA believes very strongly that it is important to protect the integrity of the one professional development day that remains within our calendar year and is "owned" by teachers. The NBTA Board of Directors felt it was important to establish a mechanism by which each individual teacher assumed the professional responsibility for the use of that day.

By thinking about a personal plan, recording it on paper and submitting it for Committee review, the high standard for professional learning is more likely to be maintained.

Why are some Alternate Proposals rejected by the Committee?

The School-Based PD Committee, which ideally should consist of several teachers and may include an administrator, is asked to review the Alternate Proposals. The single overriding factor in their decision is based on the question: *Does this proposal demonstrate an opportunity for professional learning?* The focus here is on the **learning**. In other words, if a proposal consists of a teacher creating an opportunity to complete a task which is part of his or her daily workload, i.e., marking, lesson planning, textbook review, etc., the Committee may reject the proposal. As much as all teachers have a very long "to do list" and as important as the things on that list may be,

Council Day is not intended as a catch-up day; therefore, the Alternate Proposal must reflect an emphasis on professional learning as opposed to crossing something off of one's list.

May a teacher attend any Council?

Definitely -- **yes**. The trend has increasingly been for teachers to consider all three Council programs as options. Teachers are free to select one of the programs based on either program content or geographic accessibility. Most programs provide many generic learning opportunities that would be appropriate for teachers regardless of the level at which they teach. The chance to meet with colleagues from around the province and share in both social activities and learning is a once-a-year opportunity and we are encouraged to see close to 80% of New Brunswick teachers take advantage of the Council Day experience.

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# Butterfly 208: One Flap. Global Impact.

## *Innovative program teaches students to think/act globally*

Here's an opportunity to teach your students about global issues, help them find ways to make a difference in the world, and encourage them to discover their connection with other young people in developing countries.

The *butterfly 208* program is an innovative approach to teaching Canadian youth about global issues through an art, multimedia and writing contest currently underway in secondary schools across Canada. The program is sponsored by the Canadian International Development Agency (CIDA) in partnership with a number of Canadian organizations. In February, information kits about *butterfly 208* were sent to all secondary schools across Canada. This year's contest deadline has been extended to April 26, 2004.

At the heart of *butterfly 208* is an annual art, multimedia and writing contest for Canadian youth aged 14 to 18. The contest invites students to send in entries on one of five international development themes (basic education, child protection,

environment, health and nutrition and HIV/AIDS). Youth have the option of participating individually or in groups, in English or in French.

Every year, the contest receives hundreds of thoughtful and creative entries from youth across Canada. Many teachers encourage students to submit entries on their own. Some introduce the contest to their classroom, and make the preparation



of contest entries a classroom activity for all students to participate.

The winners of each category win a trip to Africa where they will experience life in a developing country, experience the unique challenges and rich culture of people living in Africa, and visit CIDA projects as a special CIDA youth ambassador. The teacher responsible

for encouraging the most young people to participate in the *butterfly 208* contest will also win a spot on the *butterfly 208* trip to Africa, and will experience international development in action.

The name *butterfly 208* was inspired by the Butterfly Effect - the theory that a butterfly in one part of the world can, with a flap of its wings, cause a hurricane somewhere else in the world. It proposes the notion that our actions, however small and insignificant we perceive them to be, can be the catalyst for change in each of the 208 or so countries that make up our world.

Look for *butterfly 208* information kits at your school now. For ideas on how to bring *butterfly 208* to your classroom, or to obtain a copy of our education resources, visit the Teacher's Corner on our web site [www.bp208.ca/teacher.php](http://www.bp208.ca/teacher.php). For further information, visit our Web site at [www.bp208.ca](http://www.bp208.ca), e-mail us at [info@bp208.ca](mailto:info@bp208.ca), or call us toll free 1-800-230-6349 ext. 208.

## District #18 Teacher, Connie Ince, Recognized for Commitment to Elementary Physical Education

"Teaching Skills for a Lifetime of Physical Activity" could be the theme for Connie Ince, who has been teaching for 16 years, with the past 13 in District #18. Connie has a very strong interest in Physical Activity and Physical Education, which she passes on to the students at Stanley. As a youth, Connie played high school field hockey and participated in swimming and water skiing. Connie is also a strong believer in the arts as part of our children's education. She is very concerned about the state of music, art and physical education in our province.

Connie received her B.A. from the

University of Western Ontario (including a year in France) and a Teaching Degree from Nipissing University in North Bay. She is currently working on her Masters Degree at the University of New Brunswick. At Stanley Elementary/High School, Connie currently teaches core French, Music (K-5, 9 & 11), and grade 5 Art and Physical Education. A full load, to say the least! Connie adds to this by serving as a volunteer for the school as the Physical Education focus teacher, Wellness representative, Choir director (grades 3-5), School Internal Review Committee, French focus teacher,



Connie Ince

Music focus teacher, and Drama Director for both the elementary and high school.



It is very evident when you meet Connie that she exhibits a love for working with students. Her enthusiastic character and constant smile are the first impressions that one receives when you meet her. Connie feels that the rising obesity levels that are affecting our youth is an issue that needs to be dealt with by our New Brunswick schools. When asked to teach Physical Education, Connie admitted that she was a bit reluctant at first, but with the support from her staff and district, is now enjoying the opportunity to deliver the Physical Education program to her students.

Connie Ince would be considered



Connie Ince with her grade 5 class at Stanley Elementary.

a true leader in her school in this area. Through her experiences as an aerobics participant, learning how the body works and reacts to

exercise and knowing the keys to personal fitness, Connie now passes this information on to her students as part of their physical education lessons, thus placing a true purpose for Quality Physical Education and Physical Activity as part of their daily lives.

The above commitment that Connie Ince exhibits at Stanley Elementary and High School indicates that she is a true professional, working well above the grade for both her school and the students whom she instructs. Congratulations, Connie! *Keep up the great work!*

*Submitted by:*

*Garth Wade*

*Physical Education Mentor  
School District #18*

## Quispamsis Middle School Students go AWAL!

*Student AWAL* (Applications of Working and Learning) is a project which connects student learning and the curriculum to real- life applications by partnering with local businesses to gain a better understanding of the HRDC "Essential Skills" ([www.hrdc-drhc.gc.ca/essentialskills](http://www.hrdc-drhc.gc.ca/essentialskills)). Through interviews with employers and employees and activities involving the "Essential Skills", students



Students from Mr. B. Wilson's class at the office of Murdoch & Boyd Architects in Saint John.

understand in a practical, contextual way that these skills are necessary in the life-long learning process and are the cornerstone to a successful future.

During this school year, as part of an Innovation in Education grant, grade 8 students from Quispamsis Middle School took part in *Student AWAL*, organized by Diane O'Connor,

Coordinator of The Work Room, a career resource centre in Kennebecasis Valley High School. Twice this year, in November and February, 3 students from each grade 8 class (42 students in all) went with their teachers to such places as Global Television, The Voice Factory, Rothesay Fire Department, K-100 Radio Station, Jacques-Whitford Engineers, Bay Star Motors, Appleby's Image Center and Saint John Police Forensics Unit, to name a few. There, the students interviewed a manager and an employee to learn how Essential Skills are used in the workplace.



Students from Mr. J.C. Cormier's grade 8 class at Quispamsis Middle School demonstrating the Essential Skill of teamwork and oral communication (students guide each other in teams through an obstacle course).

With this information, the students then created an activity for the classroom that demonstrated the importance of Essential Skills and how these skills can be transferred from school to the workplace.

Students were asked for their insights at the end of their workshop day and some of the comments made were: "essential skills are really important to move forward in life"; "people skills are important"; "there is no 'easy' job"; "learned how important education is and why we learn the skills we do"; "math is needed wherever you go"; "everything in life isn't easy to attain

and that to reach your goals you have to work for it".

The activities created for their classes ranged from board games and trivia quizzes to power points and webpages and projects to design a playground or a product to sell. All of the students' activities have been sent to the National AWAL office in Vancouver to be put on the National AWAL website, [www.awal.ca](http://www.awal.ca) so that they can be accessed by anyone right across Canada.

Up until this year, AWAL has been a professional development activity for teachers only. Now students will be able to see activities created by and for students and will make the connection between what

they learn in the classroom and the world of work. Then this will hopefully help them to answer the age-old question of "Why do I have to learn this?"

For more information about AWAL and *Student AWAL*, log on to The Work Room website at <http://theworkroom.nbed.nb.ca>.

*Submitted by:*  
*Diane O'Connor, Coordinator*  
*The Work Room,*  
*848-6693 (ph)*  
*oconncd@nbed.nb.ca*



Grade 8 students from Quispamsis Middle School during the Student AWAL workshop day held at The Work Room in Kennebecasis Valley High School.

## The Work Room

398 Hampton Road, Quispamsis, NB E2E 5X5 Tel: 848-6693; Fax: 847-6218

On Tuesday, November 4, 2003, *The Work Room* had its official opening with The Honourable Margaret Ann Blaney presiding over the ceremony. *The Work Room*, located in KVHS, is a career resource centre created through the partnership of Training and Employment Development and School District 6. As a resource centre for young people and the general public, it provides career information through workshops, presentations, seminars, literature, job boards, focus groups and career counselling. One main focus of *The Work Room* is to provide information on the 6 Destinations: Apprenticeship, Community College, Direct to Work, Military, Private Training and University. Each month there have been guest

speakers, workshops, resource people and information sessions dedicated to each of the 6 Destinations.

As well as sessions such as these, *The Work Room*, in conjunction with H.E.L.P. Educational Services, has offered the Safety Start program. Through this free program, young people from ages 15-29 can take Workplace Health and Safety Training, CPR and First Aid. The sessions run for 4 consecutive evenings and students receive certification upon completion.

Another initiative run through *The Work Room* under the Innovations in Education grants program is *Student AWAL*, involving teachers and grade 8 students from Quispamsis Middle School. AWAL, which stands for Applications of Working and Learning, is a workshop which connects the world of work with learning in the



Guest speaker Jared McGinn, Engineering Administrative Outreach Coordinator at UNB speaking in the Safety Start Program.

classroom. Students and teachers will visit a workplace and through an interview process will discover the essential skills needed for today's workplace. The students will then take this valuable information and create activities for the classroom. These activities are uploaded to the National AWAL website ([www.awal.ca](http://www.awal.ca)) which has become a valuable resource for teachers all across Canada.

*The Work Room*, in conjunction with Guidance, is a much-needed resource for students providing tools for self-assessment, answers to questions about career choices and even the questions themselves when someone does not know where to start. Young people need



Students in the Safety Start Program.

information in order to make the best choices and they need to start early. *The Work Room* gives them a place to start. Students from across the district are able to access these resources through the District Focus workshops which involve all 5 high schools in District 6. Through these workshops, students can learn about employability skills, workplace etiquette, portfolios and interviewing skills, to name some of the topics offered.

*The Work Room* is not just a place

for students. It is also a place for parents wishing to help their children with career choices, those seeking a change in career, people looking for employment or those looking to upgrade their job-seeking skills. With the assistance of Training and Employment Development, people can obtain the information they need about grants, training or programs that may be beneficial to their situation.

So, as you can see, *The Work Room* is a multi-purpose centre that has

programs and information to suit everyone's needs and we encourage students, teachers, parents and community members alike to come and see what we have to offer!

For more information about programs and times, please contact Diane O'Connor, Coordinator at 848-6693 or e-mail:

oconncd@nbed.nb.ca . Check out the website for information about upcoming events and workshops: <http://theworkroom.nbed.nb.ca>

## Grand Manan School Praised

**G**rand Manan Community School recently was named as one of Canada's most innovative schools. The Island school became one of the 36 new members of the federal government's SchoolNet Network of Innovative Schools program for the 2003-2004 school year last October. They have joined a national network of schools that lead the country in their innovative use of computers, the internet and other information and communication technologies.

The Network recognizes Canadian elementary and secondary schools that are integrating information and communication technologies in meaningful and imaginative ways. To mark the occasion, the school showcased some of the most original and technologically advanced projects produced by the students. These projects will demonstrate

expertise in digital video production, website creation, desktop publishing and other technologies.

Principal Richard Lloyd said, "The school is receiving up to \$10,000 per year for up to three years to further our expertise and share it with other schools. We are happy to see students and staff, from kindergarten to grade 12, using technology every day to expand the learning process. Our graduating students leave with 13 years of information and communications technology experience. The SchoolNet Network of Innovative Schools award recognizes our efforts and celebrates student successes."

The school has also received funding under two other federal programs that deal with computers and the internet. It has completed over 90 projects under SchoolNet GrassRoots, which has offered

funding to schools across Canada to create over 35,000 collaborative e-learning projects showcased on the web.

Over 55 computers were donated by Computers for Schools, which operates in cooperation with the provinces, territories and the private and voluntary sectors. Surplus computers, donated by government and private sector sources, are collected, repaired, refurbished and distributed free to public schools and libraries. In New Brunswick the program has delivered more than 25,000 computers.

There are 475 students and 30 teachers at the Grand Manan Community School, and because it is located an hour-and-a-half ferry ride from the mainland, technology plays a critical role in educating students.

## Attention ASF Fish Friends Teachers!

Following the March break, more than 100 schools throughout New Brunswick received Atlantic salmon eggs to raise in their classrooms as part of the Atlantic Salmon Federation's Fish Friends program that was created for students in grades 4, 5 and 6. Throughout the school year, several themes and concepts are introduced to the students including habitat, biodiversity, life cycles and sustainability through lessons in a supplemental curriculum guide. Through these activities, hands-on

observations, and care they must provide to their eggs that quickly develop into small fry, students become more aware of their surroundings and appreciate the sensitivity of fish to environmental change.

We would like to advise participating teachers to plan on releasing their fry before the end of the school year. The release is an important aspect of the overall Fish Friends experience and students should be involved. If you have any questions regarding the fry release,

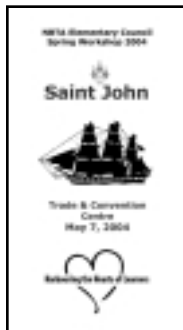
including the site of your release or about the Fish Friends program in general, contact Amanda McGuire at (506) 529-1384 or via email at [asfcc@nbnet.nb.ca](mailto:asfcc@nbnet.nb.ca).

Teachers are advised to check out the Atlantic Salmon Federation's website at [www.asf.ca/fishfriends/](http://www.asf.ca/fishfriends/). Here you will find helpful tips and useful information including an atlas of Atlantic salmon rivers, downloadable illustrations of the salmon life stages, as well as troubleshooting and setup information for Fish Friends tanks.



## Elementary Council News

Hello once again! I hope that everyone is doing well and that you have all survived second term report cards and parent teacher interviews! I can't believe that it is April already! Our year is certainly flying by, but many wonderful things are still to come....



Wonderful things like our Council Day! By now all of you have hopefully seen the fantastic line-up that our Elementary Council has to offer on Friday, May 7th. Whether you attend a literacy session, one on

"differentiated instruction" or learn about how the heart is used to heal, there are many choices for everyone. Council Day is always a great day to learn new things, experience a different part of this wonderful province and reunite with dear friends. We hope to see all of you there! Remember, if you haven't already sent in your registration form, don't delay and send it today!

Many awesome things have been happening in many elementary schools across the province, too! A big congratulations goes out to **Krista Richard**, Guidance Counselor at Forest Glen School in Moncton. She applied for and received a grant for \$500.00 from Communities in Action. Krista has really worked hard at Forest Glen this year with extra curricular activities. She provides both noon hour and after-school sports three days a week for students in grades three and four. The response has been tremendous. The grant will be put to good use providing extra equipment to support her sport programs. *Congratulations Krista, and keep up the great work!*

The students and staff at Sunbury

West School in Fredericton Junction thought that Flag Day was an important day that should be recognized. Harold Perrin, the Senior Goodwill Ambassador for the province of New Brunswick and Principal John Thurber organized a rousing assembly to celebrate Canadian patriotism. Students, parents and staff, along with local dignitaries, were proud to honor and celebrate our Maple Leaf flag in a ceremony that encompassed sights, sounds and tastes. To prepare, students were encouraged to submit their own thoughts on what the Canadian flag meant to them. Here is a sample of what they thought:

Marissa Liscumb, Grade 2 student, said the flag means *"respect and honesty. I like the Canadian flag because it means love."*

Nicholas Butler, another grade 2 student said, *"The flag reminds me of freedom. It also reminds me of Canadian hockey teams."*

*"The Canadian flag means a lot to me. It means we are lucky to be free and have justice. I look at it and it reminds me about everyone who fought for us so we could be free"*, said Kristen Parker, a grade 5 student.

Matt Nason, a grade 4 student, said, *"The flag is our symbol as*

*Canadians. It makes you proud when you see the flag on a uniform of an athlete, an astronaut, or a soldier."*

MP Greg Thompson presented a large Canadian flag that flew over the Parliament Buildings in Ottawa to Mr. Thurber. The Mayors of Fredericton Junction and the Village of Tracy, as well as representatives from the Gladstone Royal Canadian Legion and the White Rapids Manor, were in attendance.

The guest speaker was Lieutenant Governor Hermenegilde Chiasson. He gave some history of the flag, noting that it has been used to

represent Canadians as far back as 1700 when people would pin maple leaves to their clothing to show pride. "Everyone of us is identified with the flag, regardless of how we look, how we think, or what we believe in. The world views our Canadian flag with respect and honor." Florence Reid, a teacher assistant at SWS, was a high school student at Sunbury West School when she was chosen to be one of two students to raise the Canadian flag for the first time at Sunbury West. She related how she felt honored to represent her school at such an important occasion.

Guests were treated to the sight of the students and staff dressed in red and white pledging allegiance to the flag in firm and fervent voices and singing a stirring rendition of *This Land is Your Land*, as well as other Canadian songs. Students presented staff with red and white carnations and NB violet lapel pins. According to the students, the best was saved for last. Students and guests were treated to a piece of Canada cake!

Congratulations to staff and students of Sunbury West School on preparing for and celebrating such a very special day!

Students and staff at Port Elgin Regional School are busy preparing for our upcoming Music

Festival! The Sackville Music Festival will once again play host to many students from South Eastern NB during the last week of April. The P.E.R.S. school band will be performing on April 27th at 1:00 PM at Brunton Auditorium on the Mount Allison University Campus. The P.E.R.S. school choir will perform at 9:45 AM on April 29th at Brunton. For the first time ever, a new category has been created in the music festival! A choral reading section has been added and students in the Kindergarten, K/1 and 1/2 classes of P.E.R.S. They have been



busy preparing two selections that they will perform on April 28th at 8:45 AM. Our skillful music teacher



"extraordinaire", Mrs. Tanya Bostick, has been working very hard to ensure that everyone is ready for their "curtain call". We would like to wish all students who are participating in music festivals across the province "Good Luck", and we hope that you all have a great experience!

Remember to check out the NBTA website. It is so easy! Simply go to [www.nbta.ca](http://www.nbta.ca) <<http://www.nbta.ca/>> and then click the Councils button and you are there! Check out all kinds of wonderful lesson plans,

teaching ideas or share something you have learned!

We hope that everything is going well in your schools and classrooms. We would love to hear from anyone around the province. Please let us know about the exciting things that are happening in your area! We know that you are all doing amazing things and we would love to share them with others. Please write to Debbi Sloan at [debsloan@nbed.nb.ca](mailto:debsloan@nbed.nb.ca) <<mailto:debsloan@nbed.nb.ca>> or me at [natalie.richardson@nbed.nb.ca](mailto:natalie.richardson@nbed.nb.ca) <<mailto:natalie.richardson@nbed.nb.ca>>. We look forward to hearing from you!

Take care and have a wonderful Council Day!

Natalie Richardson  
Port Elgin Regional School

## UPDATE

Please check out the NBTA website for information on possible



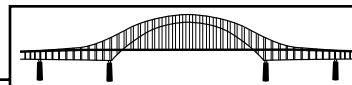
FREE PARKING for Council Day, as well as maps and directions for the City and site!

The Thursday Evening Social at Tapps Brew Pub & Steakhouse, 8:00 pm -

Midnight, will feature a DJ and karaoke. Bring your dancing shoes and singing voice!



## Middle Level Council News



### Council Day Update

Please note the following changes to your program:

Session M-02 ✓  
Shelley Hunter  
"HTML Basics – How to build a webpage/site using Notepad"  
This is now an all-day session.



Session M-19 ✓  
Rachelle Hayward  
"Strengthening the strands of Language Arts"  
This session has been cancelled.

Session A-11 ✓  
"An Art Experience"  
The description of this session has been changed to read as follows:

Participants will be able to experience a hands-on session with Peter Gorham and Alison Sollows-Astel (Nackawic) and Patricia Robinson (Woodstock). Time will include exploring Watercolour techniques, Altered Books (Art) and exchange of art ideas. Each participant is asked to bring an example of an art experience in his/her classroom. This will be an exciting adventure in make-and-take art.

We are looking forward to seeing you on May 7 in Woodstock!

How to get there:

Arriving in Woodstock, take Exit 185 off the Trans-Canada-Highway and follow Connell Road until you reach Woodstock High School

Friday's program features a wide range of exciting and stimulating sessions. But don't forget, relaxing is important, too!

Join us for our Middle Level Council Social



JR's  
(524 Main Street)

The fun begins at 9:00 p.m.  
(Thursday evening, May 6)



### May Baskets

For many years, hanging May Baskets has been a big event in Carleton and Victoria counties. The idea of May Baskets originated with the May Day celebrations in England, Scotland and Ireland, dating back to the days of the Druids.

When you arrive in Woodstock for Council Day, there will be a May Basket waiting for you. It will be accompanied by a detailed explanation of our wonderful, but almost forgotten, "hanging, running and kissing" tradition, which makes this event so exciting.





## • High School Council • President's Message



Randy Hunter

As I sit this fine spring morning representing my Branch (1538) at the Board of Directors, I would be remiss in not recognizing the wonderful

group of dedicated individuals you have representing you. Their commitment to serve on such a Board is to be applauded.

Many times teachers feel isolated in that what they have to say doesn't matter. This is far from true. Your local Director hears and expresses your concerns in a very professional manner. Your views are important. Please take an

opportunity to consider becoming involved within our organization.

Your High School Council, along with many volunteers, have worked diligently to once again bring you a Council Day filled with dynamic presenters, social interaction and an overall great learning/professional development experience. I thank everyone who was involved.

The *NBTA News* is a great media to get news out to our members. I have asked, on several occasions, for input in the way of you sharing the wonderful things happening at your individual school. I appreciate how busy you are, yet it would certainly be a great source of recognition for your hard work. Please get this information to us.

Concern has been expressed to me and other executive members regarding the registration cost for

Council Day. I commit to you that the High School section of *NBTA News* will include a section indicating the revenue and expenses of this particular day. I assure you that your money is very well disbursed. (See *FAQ's*, page 21)

Another element is our Teacher Recognition Awards presented each year on Council Day. Our receipt of nominations is low. Once again a busy schedule, the nomination process, or deadline dates may have bearings on such low numbers. If you would like to see changes made in this process, I await your input.

In conclusion, a *thank-you* from your High School Council to all of you for the great job you do, the positive influence you have on our youth, and please keep well.

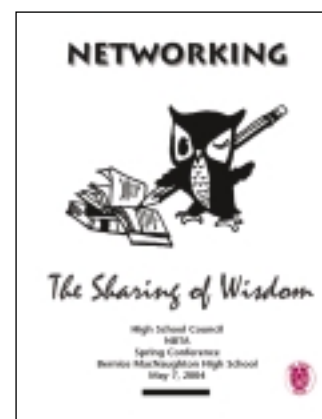
## Spring Conference

Our Spring Conference at Bernice MacNaughton High School (Moncton), May 7, is in its final planning stages. Programs are in the hands of our membership, rooms are booked in Moncton, early registration forms have arrived in my mailbox daily from throughout the province. The two keynote speakers are both educational leaders in the Maritimes.

### Keynotes

**Dr. David Scott** is an Associate Professor of Sport Psychology in the Faculty of Kinesiology at the University of New Brunswick in Fredericton. He completed a B.A. (Hons) and a PGCE at the University of Ulster, Belfast, Northern Ireland, and an M.A. in Sport Psychology, an M.A. in Psychology, and a Ph.D. in Sport and Exercise Psychology from the University of Victoria, in British Columbia. He teaches and does research in the area of sport and exercise psychology, focusing primarily on mental health and performance enhancement. Since coming to UNB in 1997, Dr. Scott has been involved in over 35 research projects and published or presented over 60 papers. In addition, he has given over 100 invited talks and workshops. For the past four years, Macleans Magazine has named him as one of the most popular professors at UNB. He has been a psychological consultant with a number of teams and he is currently working with the Vancouver Canucks hockey team, the Florida Panthers Hockey Team and the National Women's Hockey Team.

**Charlie MacDonald** hails from Cape Breton. He speaks with purpose and from the heart about the importance of this job we do and the impact teachers have on the lives of young people. Humour is the venue for his message. Charlie worked in education for 32 years as an Elementary/Junior High teacher, a Guidance Counsellor and as Supervisor of Guidance and Personnel with the Cape Breton School Board. Charlie has entertained and enlightened teachers from all over the Maritimes.





**Social:  
Thursday Evening  
9:00 pm - 1:00 am**

On Thursday evening, there will be a social and dance at Bernice MacNaughton High School. Plan to meet old friends, make new acquaintances, and groove to the music of "Dave and the Slaves".



**Professional Development**

Your NBTA High School Council continues to support our membership with professional development grants.

Educational Improvement Grants (PD)  
High School Council  
Approved & Pending January 1 to June 30, 2004



Brenda MacDonald	1826	Euroschool Teacher Exchange
Andrew Jones	1022	Euroschool Teacher Exchange
Heidi Brown	1023	NB/NL Educ Partnership ICT
Mary Radford	1826	National Social Work Conference
Stacey Wood	0820	On-Line PF Coaching/Mentoring
Robert Griffin	1022	NB & Netherlands
Suzanne Maxwell	1430	Reality Therapy Cert Workshop
Anne-Marie Gorman	1809	Walsall British Exchange
Ian Fogarty	0215	Collaboration/On-Line PD NL

**Teacher  
Recognition  
Awards & Teacher  
of the Year**

Fellow colleagues, please note that the deadline for these awards has been extended until the end of April. Please make an effort to nominate a deserving teacher from your school. It is up to you, the teachers, to make this program work, and it doesn't work without good nominations. We will accept nominations to the end of April. Simply access our website:  
<http://highschool.nbta.ca> for application procedures and forward to the Awards Committee Chairperson, Brenda MacPherson.

Sincerely,  
Brenda MacPherson  
Communications Chairperson  
Simonds High School  
[brenda.macpherson@nbed.nb.ca](mailto:brenda.macpherson@nbed.nb.ca)  
or Fax (506) 658-4641

Remember to keep the lines of communication open.

**N.B. Vocational Institute Bursary  
Guidelines**

**Value: \$1,000.00**

**Who Can Apply**

- i) *First Priority:* Any child of an active or retired teacher who is or was a member of any of the following NBTA Councils:
- Business Education Council
  - Home Economics Council
  - Industrial Arts Council
  - Technical Vocational Council

*Second Priority:* Any grandchild of an active, retired or deceased teacher who is or was a member of one of the four named NBTA Councils.

*Third Priority:* Any active member of one of the four named NBTA Councils.

- ii) *First Priority:* Who is attending a post-secondary institute related to any area of vocational education.

*Second Priority:* Who is attending a post-secondary institute related to any area of education.

*Third Priority:* Who is attending full-time any post-secondary institution.

For complete application forms, simply access our website at:  
<http://highschool.nbta.ca/Bursary.htm>



**Deadlines for submission of news  
to NBTA News**

• May 7 (Newsflash - 4p) • May 31



# Developing Successful Schools (DSS)

July 5-8, 2004

Mount Allison University, Sackville, N.B.

## What Great Principals Do Differently

An Instructional Leadership Institute

Institute Resource Person - Dr. Todd Whitaker

Todd Whitaker, Department of Educational Leadership, Administration and Foundations, Indiana State University, has written over thirty-five articles and eight books.

### Registration/Fees

Educators who are members of the sponsoring organizations - 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 5th (3:00 p.m. - 5:00 p.m.) in the Foyer of Tweedie Hall.

NBTA members please note:

1. DSS is part of the Summer Institute program, but you must register directly with NBTA - Summer Institute reimbursement rates will apply.
2. If NBTA is to invoice for this Institute, please indicate the LPO number and to whom the invoice is to be sent.

### Program Overview

This workshop reveals what the most effective principals do differently than their colleagues. The focus will be on the things that the most successful principals do ... that other principals do not. Included in this hands-on workshop will be specific ways to deal with our most challenging staff members and parents. You will leave knowing more about how to motivate and inspire your staff. Other areas include successfully leading change and improving instruction. This interactive experience will empower all attendees to be even more effective in their schools.

Participants will receive a copy of the book "What Great Principals do Differently".

## Application Form

Name: \_\_\_\_\_ School District: \_\_\_\_\_

Address: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Tel: (Office) \_\_\_\_\_ (Home) \_\_\_\_\_ (Fax) \_\_\_\_\_

(E-mail) \_\_\_\_\_

Position: District Office ( ) School Administrator ( ) Other ( ) Specify: \_\_\_\_\_

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

( ) Others \$400.00 \$ \_\_\_\_\_

Accommodations: \_\_\_\_\_ nights @ ( ) \$50.00 (single) \$ \_\_\_\_\_

( ) \$37.00 (double) per person \$ \_\_\_\_\_

Dates Accommodations Required \_\_\_\_\_

Sharing Room With \_\_\_\_\_

Meals: Meal Plan ( ) Yes ( ) No ( ) \$100.00 \$ \_\_\_\_\_

TOTAL \$ \_\_\_\_\_

Method of payment: ( ) cheque ( ) LPO \_\_\_\_\_

Whom should we invoice?

If LPO Number - Please Indicate

Registration Deadline - June 4, 2004

Attach cheque for the total amount payable to DSS

Mail to: Director of Professional Development

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

Tel. No. (506) 452-1750 Fax No. (506) 453-9795

# Wellness Highlights

PROFESSIONAL COUNSELLING SERVICE  
FOR TEACHERS



## TEACHER COUNSELLING SERVICES

Ann Kennedy, Districts 14, 17, 18

1-800-561-1727

Betsy Colwell-Burley, Districts 6, 8, 10

1-800-563-3938

Thérèse Gallant, Districts 2, 15, 16

1-888-763-5050

**Myth** - "You can't go out to play until all your work is done."

**Fact** - Time for play and relaxation must be built into your life to achieve a healthy balance.

Many of you work late or bring home stacks of work on a regular basis. If you complete the work and ignore your family, you feel guilty. If you don't do the work, you still feel guilty. The problem with the overwork pattern is that for the short-term it pays off big in rewards and recognition, but for the long-term it becomes a trap.

When we lose our inner permission to play and the ability to do so, we lose our sense of balance. We no longer work to contribute, but to please others, break records, and be the best.

When we are in the throes of overwork, our judgement gets impaired. Instead of taking a break, we work harder and harder. Eventually we get sick, and our body lets us know clearly that we need to get back in balance.

**Try This** - Set one day each week that is sacred for family and personal matters. Be firm about not letting anything else infringe on your time.

Guilt comes from the difference between what we think we should be doing and what our current action is.

Learn to live with some discomfort until the self-care behaviour feels natural.



## Balancing Home and Work

- Leave work at school whenever possible.
- Identify your family's priorities.
- Make it a policy to not discuss school-related issues at home.

**It's surprising how many people you can be happy with, once you are happy inside yourself.**

—Irving Stone

**What we nurture in ourselves will grow; this is nature's eternal law.**

—Goethe

**If you make the organization your life, you are defenseless against the inevitable disappointments.**

—Peter Drucker

## Arriving Home

One of the most stressful times for many families is when you and your partner have just gotten home from work, you're tired, your children are hungry and nobody is in the mood for "quality time". Nothing very productive gets done at this point.

There are ways to avoid turning this time of day into a nightmare or parking your children in front of the television to gain some peace.

First, review your priorities. Do they include talking about one another's day? Sitting down together at dinner? Spending that elusive "quality time" with your children?

Plan ahead for dinner if possible. Figure out what can be done ahead of time and what can't. Assign responsibility to your children if they are old enough ... setting the table, getting out dishes, feeding the dog, etc.

Everyone "takes 10" (or 15 if you prefer) when you arrive home. This means it is a house rule that everyone spends 10 minutes of quiet time, alone or quietly playing together. If arguments are in progress, they are suspended for 10 minutes. You give yourself the time to catch your breath. Stick to this rule. It will take some time for everyone to learn to respect it, but if you are consistent about enforcing it, they will.



# Leap Into Literacy

The Daily Gleaner newspaper and elementary schools in Districts 17 and 18 have partnered to help kids learn the value of reading and writing. NBTA acknowledges this literacy initiative and is featuring some of the schools in NBTA News. Lenny the Lizard is District 18's mascot.

## “Cooking Up Literacy” at Minto Elementary/Middle School

Minto Elementary/Middle School has been busy “cooking up literacy”, following various recipes that will result in a well-balanced literacy diet that includes guided, shared, and independent reading and writing at all grade levels from kindergarten to Grade 5.

Our balanced literacy goal is not limited to the boundaries of our school because our K-5 students have regularly scheduled visits to our village library for read-alouds and craft activities that complement the books read by our village librarian.

Our kindergarten and grade 2 classes also visited the village library to hear visiting authors read from their published work to celebrate *Share the Stories* reading circle. What a valuable experience to meet and talk to a real live author.

Our K-2 Literacy Night saw about 130 participants take part in a book walk, student centre activities, a puppet show by our village librarian

and council members. Local author Laurianne Fraser read an exciting true tale of animal adventure that she had written. Family participation was the key ingredient to a successful evening. Parents and children had a fun and exciting time.

Drama has long been a well-known trademark of MEMS as evidenced by the numerous plays presented at various district and provincial festivals by our elementary and middle school students.

“Cooking up Christmas”, a memorable play in which the entire K-2 block of students took part, certainly showed a well-motivated effort with outstanding results.

Theatre New Brunswick (TNB) also provided our K-5 classes with a wonderful play entitled “Zac and the Magic Blue Stone.” Many literacy activities were planned before the presentation of the play and follow-

up activities were also done.

The grade 3-5 block of students participated in a whole afternoon of literacy clusters. The emphasis was placed on writing skills. The children were able to take part in a variety of small group activities.

Many classes from K-5 pair up with reading buddies from another grade level. This allows a younger child to read with an older student. Both partners benefit and enjoy this activity. It is obvious that close bonds are formed through the partnering process.

Our K-2 block is planning a field trip to The Playhouse in April to see “Much Munch Madness” — a time for fun, laughter and enjoyment.

As you can see, MEMS has had a wonderful year to date in enjoying a well-balanced literacy diet with more fun to read and write about activities in our near future.

## Upper Miramichi Elementary Students Chomp Into Literacy

Each day, in the regular classroom, students at upper Miramichi Elementary School are exposed to, and engaged in, various literacy activities across the various curriculums.

Students can be found listening to ‘read aloud’ books, participating in shared reading and writing experiences provided by their teacher, researching information, independently reading and writing, taking part in guided reading groups, engaging in drama, and giving oral presentations as means to improving their skills in literacy.

A recent search for a name for the school mascot and a school motto saw students putting their literacy

skills to work, resulting in *Chomper the Beaver*, “gnawing for knowledge.”

Other school-wide activities so far this year have included Heritage Week; grades 1 and 3 Victorian tea project; 100th day of school celebrations; grades 3-5 French café; family literacy night; Grade 1 enrichment project; noon-time drama; summer reading challenge (650+ books read); and Canadian Book Week.

These are only a few of the special events that have taken place at UMES that have provided opportunities for staff and students to chomp into literacy. Students and staff at UMES give a big Chomper cheer for literacy.



# Learning Today: Teaching Tomorrow

## Combined NBTA Councils Conference

**Moncton Coliseum and Agrena**

**Friday, November 12, 2004**

It's not too early to think about attending this once-a-decade PD experience!

### KEYNOTE SPEAKERS

Crystall Kuykendall  
*From Rage to Hope; Helping All Students Succeed*

David Sousa  
*How the Brain Learns; How the Special Needs Brain Learns*

Murray Banks  
*Performance and Lifestyle*

Todd Whittaker  
*15 Things Great Teachers Do; Dealing with Difficult Parents*

Rex Murphy

Social events the evening before at Delta Beausejour.  
Plan to stay the night. Rooms have already been blocked. Reserve Now!  
Watch this space for more details in future issues.



Mark Your  
Calendar!

## Summer Reading Club 2004 Celebrates Exploration

In just two months, the annual summer reading club for kids will be back. And thousands of youngsters will sign up for the bilingual club which is offered free-of-charge in all the province's libraries and bookmobiles.

SRC is the largest of the many pro-literacy initiatives that New Brunswick's public libraries undertake each year with the aim of ensuring that children not only increase their crucial reading and vocabulary skills, but have such positive experiences with books and libraries that they continue to read ever after for pleasure.

This year AWK library region has planned Summer Reading Club and, in celebration of the 400th anniversary of the 1st French settlement on St. Croix Island by Samuel de Champlain and Pierre Dugas, Sieur de Monts, has chosen Exploration as its theme and Worlds to Discover as its slogan.

The club is open to children of all ages, to independent readers as well as to children still in the read-to-me stage. Just give your local library a call for detailed information on registration and special programs.



## CTF National Conference

### Moving from a Cult of Testing to a Culture of Professional Accountability

May 13 - 15, 2004  
Marriott Hotel,  
Ottawa, Ontario



Call 1-866-283-1505 or  
visit our website at [www.ctf-fce.ca](http://www.ctf-fce.ca)  
for more details

# Plastics in-class Poster Contest Open to Elementary Students

Teachers in Canadian grade schools can help their students learn about litter and anti-litter behaviour, while at the same time giving them an opportunity to enter a poster design contest.

The contest was launched late last year in conjunction with the launch of a new, anti-litter web site. The web site has been designed for a variety of audiences: public, government, industry, and academia. It includes a special area, entitled *Kids' Korner*, which is dedicated to students and children's groups.

## 2005 Poster Calendar

The new poster contest asks students in elementary schools across the country to design a poster that will help convince Canadians not to litter. The contest will remain open until the end of the 2003/2004 school year in June of this year. It will conclude with the printing of a 2005 calendar that uses 13 of the poster submissions — one for each of the months in the 2005 calendar.

"Litter creates an unsightly problem that affects all of us," explains Karen Wolfe, Director of Communications for the Environment and Plastics Industry Council (EPIC), the contest sponsors. "We're using this Poster Contest as a way to raise awareness of litter among today's school children and as a way to get their valuable input into finding solutions that will help put an end to litter. We anticipate receiving some fairly innovative and original messaging."

The 2005 calendar containing the winning submissions will be printed in the fall of 2004 and then distributed to the winning designers, government officials and the educational community.

## Contest Details

All elementary students are invited to take advantage of the opportunity to become part of EPIC's special anti-litter calendar. Interested students need to create a poster (8 1/2" x 11") in a landscape format, with the primary intent of

the poster being to help spread the word on how we can help stamp out litter. Submissions may be created with crayons, markers, the computer — whatever is preferred by the student. In order to qualify for the contest, the submissions must be either mailed or e-mailed to EPIC by **June 15, 2004**. Each submission must be accompanied with a completed Submissions Form (available directly from the *Kids' Korner* section of the anti-litter web site). All submissions will be evaluated according to their: effectiveness in promoting an anti-littering message; creativity; and age appropriateness. Teachers interested in getting their students involved in the contest are encouraged to read the accompanying rules and regulations section of the contest, which is available on the *Kids' Korner* section of the anti-litter web site.

## Anti-Litter Web Site

Teachers involved in promoting anti-littering behaviour in their classrooms will find the special *Kids' Korner* section of the anti-litter web site a great resource in their teachings. Special emphasis has been placed on this area, which includes games and suggested activities suitable for students and student club members like Girl Guides and Boy Scouts. The *Kids' Korner* area also offers free teaching resources, such as an anti-litter activity/sticker



book, an anti-litter word find and crossword puzzle, as well as ways in which youngsters can get involved in helping to fight litter in their community. Many of the resources are available on-line for downloading. For further information about the contest or about anti-littering, visit: [www.plastics.ca/anti-litter](http://www.plastics.ca/anti-litter)

The advertisement is a vertical rectangular panel with a black background. At the top, it says "APPLY ONLINE NOW" in white, followed by "to receive priority consideration for positions in 2004!!" in a smaller font. Below this is a row of white stars and the text "CODE:70371". The main headline "TEACH IN THE USA!" is written in large, bold, white, sans-serif capital letters. Below the headline, there is a block of white text: "VIF places qualified teachers in ten U.S. states, including Florida. You'll receive round-trip travel,\* a competitive salary, benefits, a full orientation, and unparalleled support. It's the best way to see the world while gaining cultural experience and professional development. Minimum requirements include teaching or related professional experience and teacher certification. Elementary Education, Math, Science, Special Education, French, Japanese and ESL teachers are encouraged to apply. Email us at [canada@vifprogram.com](mailto:canada@vifprogram.com) or visit [www.vifprogram.com](http://www.vifprogram.com). It'll change your life—as well as the students'—forever. \* Not available in Florida." To the right of the text is a small logo for "VIF" in white. At the bottom of the advertisement is a black and white photograph of a young boy with dark hair, smiling at the camera.

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# Rethinking Educational Accountability

*Bernie Froese-Germain, Researcher, CTF Professional and Developmental Services*

**A**ccountability is at the forefront of current education debates. Recently the issue has gained prominence as a result of school rankings by the Fraser Institute and the Atlantic Institute for Market Studies, and the initiatives of various provincial governments to increase the amount and intensity of standardized testing.

The continued tendency of the media, the public and governments to assume that test scores and school rankings are the most important measure of accountability for students, teachers, schools and school systems has made the development of a more balanced and professional framework for accountability a priority for CTF and its Member organizations.

## Defining accountability

Generally speaking, accountability is the process through which individuals or organizations take responsibility for their actions and report on these actions to those who are entitled to the information. Accountability also implies an obligation to find ways to improve performance, not just measure it. Safeguards should be put in place to encourage good practices, prevent abuses, ensure some course of redress for problems that arise and provide some assurance of equitable and fair treatment.

We propose an accountability framework that is organized around the following concepts:

- Linking accountability with the vision and goals of public education
- Focus on student learning
- Accountability as shared responsibility
- Reporting on accountability
- Professional accountability

## Linking accountability with the vision and goals of public education

An accountability system must be responsive to the complex goals and

purposes of public education, and grounded in a vision that public schools work towards a common good that embraces democratic principles and social justice.

Market-based approaches to accountability assume that imposing the 'discipline' of the market on schools will lead to improved accountability. When schools and districts are forced to compete for students and their families as consumers, the result is increased inequities.

An educational accountability system should endeavour to define success by how well the system meets the entire range of educational goals.

## Focus on student learning

The primary purpose of accountability should be to support teaching and student learning in ways that address the diverse and changing needs of all learners.

Students are not standardized. As they come to school with diverse abilities, experiences, interests and prior knowledge, it follows that narrow standardized measures cannot assess their learning or progress.

A positive accountability model also provides information about the resources and supports necessary for student learning. Being accountable for providing opportunities for learning is as important as being accountable for the assessment and evaluation of learning.

## Accountability as shared responsibility

Accountability for a high quality public education system is a shared responsibility. Individual partners - governments, school boards, faculties of education, parents, teachers, teacher organizations, administrators, school trustees, students, the larger community - all have important roles to play and a responsibility for communicating how well they are fulfilling their respective roles.

As partners in this shared responsibility, teachers and their organizations accept responsibility for enhancing student learning, for ongoing professional growth and for upholding a professional standard of practice.

## Reporting on accountability

As noted, the various partners in the education system have an obligation to report on how well they are fulfilling their responsibilities as they relate to teaching and learning and the overall improvement of our schools.

Each audience (including parents and the public) has different needs when it comes to information. Parents have the right to clear, comprehensive and timely knowledge about their child's progress across a broad spectrum of educational goals. This is

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accomplished through mechanisms such as report cards, parent-teacher interviews, student-led conferences and ongoing communication with the school. Parents and the public want to be assured that there is a caring competent teacher in every classroom. The public has the right to information that shows how well the system is meeting its goals. This information should be contextual, broad in scope and clearly communicated so that it cannot be misinterpreted or misused.

**Professional accountability**

Professional accountability is focussed on meeting the needs of the learner. Teachers are responsible for:

- possessing a widely shared, continuously updated subject and pedagogical knowledge base;
- using that knowledge to make decisions in the best interest of students to enhance their opportunities to learn;
- working collaboratively with other professionals to make the best decisions for students;
- explaining and justifying their decisions about student learning to students, parents and the public;
- engaging in ongoing professional growth to enhance their professional practice.

The concept of professional accountability recognizes the

important link between teacher quality and student achievement. Hence, there is a need to provide teachers with ongoing access to the knowledge and support necessary to make sound educational decisions in their classrooms every day in order to improve student learning. A recent CTF opinion poll on accountability found that, more than any other

factor, the Canadian public believes that teacher quality has the greatest influence on a child's success in school.

Another important aspect of professional accountability is teacher autonomy, at the heart of which is a teacher's right to make decisions that enable her/him to meet diverse and changing student needs. This includes allowing teachers to use their professional judgement to assess and evaluate student learning using multiple forms of assessment.

Professional accountability also implies that teachers design, implement, and participate in professional development that will ensure sound judgement relative to student learning and development while at the same time upholding a standard of practice for the profession.

To advance an agenda for genuine accountability in education, CTF is hosting a national conference on accountability from May 13-15 in Ottawa. Keynote speakers include Alfie Kohn, Andy Hargreaves, Lorna Earl and Ken Leithwood (more information about the program is available on our Website: <http://www.ctf-fce.ca>).

Through this event, the Canadian Teachers' Federation seeks to engage the teaching profession, our education partners and the wider public in a discussion about genuine educational accountability that puts teaching and learning first.

It's time to move from the cult of testing to a constructive culture of professional accountability.

# Head of the class.

*Johnson – Committed to Canadian Educators.*



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## NBTA Annual Bowling Tournament

Where: Bathurst

When: October 15, 16 and 17, 2004

Organizer: Val D'Amours/ Atholville team

Cost: \$225 per team (maximum 3 men out of 5 players)

Questions: Marcellin Lurette (753-4114)

Pre-registration: \$45 by Sept. 25

To whom:

Ola Cormier, 77 Route 933  
Grand Barachois, N.B. E4P 8K6  
(532-0031)



**Information will follow after the registration of the team.**

# UNBF Spearheads National Project to Help Schools Promote Healthy Eating and Physical Activity

Researchers at the University of New Brunswick in Fredericton have launched a national project aimed at helping schools to promote healthy eating and physical activity.

"There are success stories out there where schools have juice and water machines instead of pop machines, and where being active is part of every school day," says Dr. Lynn Randall of the faculty of education and co-lead investigator on the project. "Our goal is to document those successes and share them with every school in Canada."

Dr. Randall and her colleague, Dr. Mary McKenna, received a \$200,000 grant from Health Canada for the project, Facilitating Capacity-building within the School Community to Improve Healthy Eating and Physical Activity. It was funded under the federal government's Canadian Diabetes Strategy.

"To begin with, we are conducting a national environmental scan at both the school district level and the

provincial or territorial level," explains Dr. Randall. "We want to see if there are policies, guidelines and strategies in place related to school nutrition and physical activity. An innovative aspect of the scan will involve surveying stakeholder groups. We want to determine how they can and do influence healthy eating and physical activity guidelines for school children across the country," she said.

The researchers are not only gathering information on what exists now, how it was implemented and by whom, but also on what governments and districts are thinking about doing.

"The next step is to document the success stories in a case-study format and post them on a Web site," says Dr. Randall. "These case studies should be very helpful to districts and schools. They will outline what others have done to improve healthy eating and physical activity, how they did it and how it's helped."

Expected to be launched by

September 2003, the Web site will also become part of the study as researchers assess its usefulness. As Dr. McKenna explains, "Across Canada there is great interest in using schools to help improve nutrition and physical activity. Our website, [www.unb.ca/spans](http://www.unb.ca/spans), will provide schools across the country with a user-friendly, informative resource."

A national steering committee, with representatives from seven provinces and territories, is supporting the UNB research project. Its members are engaged in related discussions through their other associations and have a vested interest in establishing national guidelines for physical activity and healthy eating.

For more information on the project or to share your school district's success stories, contact the project co-ordinator, Christy Goss, at 506-447-3428 or [cgoss@unb.ca](mailto:cgoss@unb.ca).

## DRAMA 2004

THE NEW BRUNSWICK PROVINCIAL  
DRAMA FESTIVAL & CONFERENCE



ST. THOMAS UNIVERSITY  
APRIL 28 - MAY 1, MAY 3 & 4

## On-Line Science Survey

The Co-operative Education and Workplace Learning Project, led by Dr. Peter Chin, Dr. Hugh Munby, and Dr. Nancy Hutchinson at the Faculty of Education, Queen's University, is inviting you to participate in research aimed at co-operative education in secondary school programs.

As part of our research, we have developed an on-line survey to obtain your views, as a science educator, on what needs to be taught in Canadian science classrooms. (An equivalent survey is being given to a sample of employers in science-rich workplaces.) This survey, which is available at <http://www.rjrgroup.net/cewl/educators/index.html>, has been cleared by the General Research Ethics Board at Queen's University. The link takes you to an information and consent page, and we believe that the survey will take approximately 25 minutes to complete.

Your information will help us better understand how Canada can ensure that it has a well-educated workforce for the knowledge economy.



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# Announcements

## Web-based Physical Education Resource Tool

Looking for resources and ideas to improve physical education, physical activity and/or healthy eating in your school or community? The University of New Brunswick, in partnership with Health Canada, is pleased to announce the launch of a new web-based resource tool. Please visit [www.unb.ca/spans](http://www.unb.ca/spans)

## Timber Framing Workshop

This workshop will be held July 5-10, 2004 in Gagetown, N.B. It is hands-on and intensive, with a primary focus on joinery, design, and execution. Steve Chappell of Fox Maple Timber Framing in Maine will lead the team through the process of "bent-frame" construction, from timber selection, layout, joint cutting, assembly and pinning. The frame will be raised on July 10.

For more information and to register, see [www.foxmaple.com](http://www.foxmaple.com), Tel. 207-935-3720, N.B. contact: Jim 506-357-9751.

## Science Educators Conference — July 21-23, 2004

The new Atlantic Canada Association of Science Educators (ACASE) announces its founding Conference, *Listening to the Many Voices of Science*, at Mount Allison University, Sackville, NB. ACASE brings together science educators from elementary school through university to build a collaborative science education community and advocate for science education. Deadline for proposals for presentations is April 23. Deadline for early registration is June 11. For information visit [www.mta.ca/acase2004](http://www.mta.ca/acase2004); Email: [acase2004@mta.ca](mailto:acase2004@mta.ca); Tel: 506-364-2588, or Fax: 506-364-2583

## Entrepreneurship Education Institute — July 5-9, 2004 — Halifax, N.S.

Join educators from across Canada for five days of professional

development activities with sessions focused on the approach, philosophy and implementation of entrepreneurship education. Learn to infuse entrepreneurship education into your curriculum in a fun and exciting learning environment.

This Institute consists of three streams each directed to a different part of the public school system. The streams will serve elementary, junior high and senior high educators. Inquire about our Scholarships, MSVU Masters Credit, and concurrent Break Into Business Camps for your kids!

For more information: Visit [www.ceed.info/summer/](http://www.ceed.info/summer/) or call us at 1-800-590-8481.

## International Tuba Day

This workshop will be held in Fredericton, May 7, 2004 at Memorial Hall - UNB. Activities during the day include:

- Tuba/Euphonium ensemble playing
- Playing techniques clinic - Lance Nagles
- Master class - Lance Nagels and Mme. Jean Sutherland
- Beginning tuba workshop - Keith Jones.

An evening concert will be held at 8:00 p.m.

For more information or to pre-register contact : Richard Riding, 472-9016, E-mail: [rriding@unb.ca](mailto:rriding@unb.ca), Centre for Musical Arts, P.O. Box 4400, Fredericton, N.B. E3B 5A3



## New Brunswick Public School Teachers Opportunity for Faculty Associates University of New Brunswick Faculty of Education

The Faculty of Education at the University of New Brunswick is seeking experienced teachers to serve as a faculty associate for the academic year 2004-05. The teachers would be seconded from their positions, with a possible one-year extension.

Duties would include supervision of student teachers, course delivery to teacher education students, and involvement in the research and curriculum work of the Faculty.

Applicants should be recognized for their teaching excellence by their peers. Preference will be given to teachers who have had an experience with UNB student teachers and to teachers with a graduate degree.

Applications should include a resume of academic and professional experience and the names of three referees. The position will be based in Fredericton.

All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

Applications should be submitted by **May 15, 2004** to:

Dean of Education  
University of New Brunswick  
P.O. Box 4400  
Fredericton, NB E3B 5A3

# How Can You Participate in Stock Market Gains Without Risking Your Principal?

*An Index-Linked Deposit could be what you're looking for!*

## FEATURES of Index-Linked Deposit Series 17

- Choice of 3-year or 5-year non-redeemable term deposits.
- Issue date to be June 10, 2004
- 3-year terms maturing June 11, 2007
- 5-year terms maturing June 9, 2009
- Earnings based on growth of the average of monthly closing values of the Toronto Stock Exchange 60 Index over the term of the deposit, multiplied by the Participation Rate.
- 3-year term Participation Rate will be 125%
- 5-year term Participation Rate will be 150%
- No minimum guaranteed rate of return.
- Eligible to RRSP/LIRA holders who will not be older than 69 by deposit maturity date.
- Available as a GIC/Debenture.
- Not eligible for RRIFs.
- Minimum Investment \$500.00.
- Last sale date for this issue is May 31, 2004



## BENEFITS

- Your principal is 100% guaranteed by League Savings and Mortgage Company.
- Offers the potential of a higher return than fixed rate deposits.
- An equity-linked investment that carries no fees or commissions.
- Allows you to participate in stock market gains while protecting your capital against loss.

**FOR MORE INFORMATION ON INDEX-LINKED  
DEPOSITS, CONTACT NBTA CREDIT UNION.**



### NBTA Credit Union

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Hours: Monday to Friday, Telephone Service 8:30 am - 4:30 pm In-Branch Service 9:00 am - 4:30 pm