

September 2015  
Vol. LVIII No. 1



# NBTA NEWS

NEW BRUNSWICK TEACHERS' ASSOCIATION

## NBTA Leadership 2015



**Also Inside:** Your Voice in Federal Election: CTF Vox Campaign  
Educational Leaves 2016-2017



**Genderbread People**





**Guy Arseneault  
began his term as  
NBTA President on  
August 1, 2015**

### Getting Started

September is here and this marks the end of a well-deserved summer break for teachers, although I know many of you spent a significant part of August preparing for the school year. As well, I want to thank those many teachers who committed to improving their skills with summer professional learning and the volunteer teacher leaders who gave up several days of their vacation to help guide the NBTA.

My term as your NBTA President began on August 1<sup>st</sup> and I have to admit that it has been a fairly busy start, especially considering a number of commitments in the weeks prior to actually taking office. This summer, I had the opportunity to attend CTF meetings, including the organization's Annual Meeting in Ottawa. Later, in that same city, I was extremely fortunate to attend the Education International World Congress, held in Canada for the first time in many years.

As August began, and I assumed my new role, it was off to CONTACT 2015 (Conference on New Techniques and Classroom Teaching) in Saint John.

I was very impressed with the topics covered in the program. I certainly want to acknowledge the **fine effort and excellent planning by the local CONTACT 2015 committee and NBTA staff** for holding such a positive and interesting conference. I returned to Fredericton as preparations for NBTA Leadership 2015 and for our Executive Orientation sessions were entering a fever pitch. These two vital workshops, my first meeting with government representatives (topic: snow days), welcome speeches and messages for the *NBTA News*, etc., made August pass in a whirlwind, but I have enjoyed every moment. A special thank you to our NBTA staff for their warm welcome and support. It certainly was appreciated and made my transition much easier.

### "We're All in this Together"

At NBTA Leadership 2015 I concluded my comments by sharing a video featuring the song, "We're All in this Together." The success of NBTA initiatives does not depend solely on the President, our Board of Directors or the Staff, but rather on all teachers who take an interest in our profession and professional responsibilities. **Teamwork is essential in any organization**; however, a team with no direction may mean well and work hard, yet not necessarily accomplish what it sets out to do. That is why one of the main objectives of our Leadership conference was to help develop priorities in our strategic action plan for the next two years. This is the first of many steps. The tentative Plan had further input from our Executive Committee that met the following week and, in October, our Board of Directors will review, and hopefully finalize the 2015-17 NBTA Strategic Action Plan. Even then, it is important to note that this will be a living document, reviewed and adjusted regularly to best serve the needs of teachers and public education.

### Challenges Ahead

The next two years will be vital ones for our Association, our profession, our members and for public education in New Brunswick and Canada. Teacher unions and our profession are under attack. Provincial governments are using legislation to strip teacher unions of many rights that have been earned through the legal negotiation process. We have some major challenges ahead:

- Our contract expires at the end of February - this will present a real challenge considering the government's track record.
- The 10-Year Education Plan
- The Government Austerity Program – in particular, the unacceptable cuts to the number of teachers in this province

### Active and Vocal

We will have to be proactive and vigilant and all members must be at the ready when called upon. I firmly believe that we need to expand our level of small "P" political and public activity. We must be more vocal and visible as was demonstrated during our recent Pension struggle; however, we must do so strategically. Professionals must take the "high road," not necessarily the easiest path if we are to avoid being seen by the public as another group solely motivated by self-interest. We cannot stop certain media outlets from being anti-teacher and anti-union, but we can ask reasonable individuals to think critically and to realize the true value of Public Education, the increased needs of our students and the negative impact of teacher cuts on student learning.

### Federal Election

I would like to mention the VOX campaign from the Canadian Teachers' Federation. It is clear that the federal govern-

ment has a major role to play on several major issues, including **child poverty and mental health supports for youth, both of which have a significant impact on public education.** The VOX items, including posters, information sheets and cards to hang on your door at home, encourage teachers to ask the right questions of candidates so that you can make informed decisions with your votes.

We will have to continue to build **stronger relationships with parents, the general public, the media and other stakeholders.** This will be to our benefit as we interact with the government, which needs to start listening to teachers and administrators. We know what students need to succeed and have a good balanced view of what constitutes success. Listening to teachers means listening to their education union and associations at all levels where education policies are developed.

### **My Commitment**

I want to say how honored and excited I am to be your **President.** I look forward to two years of opportunity where we all work together to make a positive difference for our profession, our association and for Publically Funded Public Education. I commit to make the best of this once-in-a-lifetime opportunity to lead such a fantastic organization and I hope you will join me as we move along some challenging, yet exciting and rewarding trails over the next two years. It will be a very busy couple of years; I will do my best to meet as many of you as possible in branches, meetings and even impromptu visits. If you have comments, concerns and input please do not hesitate to contact me directly at [guy.arseneault@nbta.ca](mailto:guy.arseneault@nbta.ca).

*I wish you all the best during this 2015-16 school year!*



**NBTA President Guy Arseneault addresses NBTA Leadership 2015 attendees on August 12, 2015.**

# NBTA Leadership 2015

## Teacher Leaders Help Set Path for NBTA

The biennial NBTA Leadership Conference took place August 12-13, 2015, at the NBTF Building in Fredericton. One of the major tasks of these leaders, numbering over 100 teachers, was to help set future directions for the Association by providing input into the 2015-17 NBTA Strategic Action Plan. This will provide a roadmap for the Association during the two-year term of NBTA President Guy Arseneault, who took office on August 1. This was Arseneault's first major event as NBTA President. His remarks to the group emphasized that the significant challenges faced by the NBTA and public education in this province also present numerous opportunities.

Planning time was also provided to ensure that Branches get off to a smooth start in September.



Former NBTA President Peter Fullerton presents his successor, Guy Arseneault, with a gold NBTA pin, a symbol of the NBTA Presidency.



***“a wonderful way to build working relationships.”***



***“good collaborative discussions”***



***“interesting and engaging”***



***“great opportunity to contribute to the strategic action plan with colleagues.”***



***“I really like looking at other groups’ ideas and then adding our own ideas.”***

# NBTA Membership Registration 2015-2016



All Teachers  
including Supply Teachers (after working their first day)  
**Must Register** electronically at **www.nbta.ca**  
EACH School Year.

*\*This also registers you with the NBTF\**

Your updated information allows you to:

**Access - NBTA & NBTF Services & Members-Only Websites**  
**Register for - NBTA Seminars, Workshops & Council Day**  
**Vote - NBTA Elections & NBTF Collective Agreement**



***Draws on Sept. 18  
& Oct. 2 for an  
iPad mini  
+ supplemental prizes***



***The names of the teachers who have registered go into  
each draw. Register early for more chances to win!***

If you are experiencing difficulty registering call Carlene Merrick at **452-1833**.

# NBTA Board of Directors 2015-2016



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President



Larry Jamieson  
Executive Director



George Daley  
Vice-President



Rick Cuming  
Acting Past President



John Fougere  
0214



Donna Lagacy  
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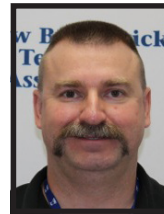
Ron Furlotte  
0215



Connie Keating  
0216



Barry Snider  
0217



Harold Dalling  
0618



Alyssa MacIsaac  
0619



Warren Coombs  
0820



Jacques Theriault  
0820



Christine Leeman  
1021



Heather Ingalls  
1022



Sean Kelly  
1023



Peter Lagacy  
1428



Heather Hogan  
1429



Robina Sharkey  
1430



Jason Green  
1431



Harmien Dionne  
1450



Bethany Toner  
1454



Kathy Lawlor  
1536



James Ryan  
1538



Jessi Stever  
1542



Kim Cripps  
1608



Heidi Ryder  
1610



Paul Mourant  
1640



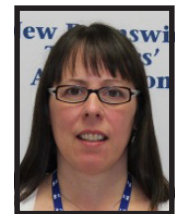
Catherine Campbell  
1724



Wendy Peters  
1725



Jonathan Hunter  
1809



Karla Roy  
1826



Gregory Peters  
1826



Wayne Coburn  
1827





# Educational Leaves: 2016-2017

**Deadline for Applications:  
November 6, 2015**

**Application Forms:  
Use Only Forms Marked  
"For 2016-2017"**

## General

In order to advise teacher applicants by the end of January 2016, the deadline date for applications has been established as November 6, 2015.

## Special Information

- teachers who have a *Schedule B contract* and who have **completed five (5) years of teaching in New Brunswick by the application deadline** are eligible for an educational leave up to one full year. Please note that both short-term and full-year leaves are for the 2016-2017 school year only; leaves for January-June, 2016 cannot be considered.
- in keeping with the Collective Agreement, a teacher on an educational leave shall receive seventy per cent of the salary he/she would have received had he/she been employed during the period of the educational leave in the position which he/she held at the time his/her application was submitted.
- a teacher who is granted an educational leave of six (6) months or more shall agree in writing to return to the field of public education in New Brunswick for a period of at least one year.
- no teacher shall be eligible for a subsequent educational leave until he/she has been employed as a teacher in New Brunswick for a further one (1) year for each two (2) months of an educational leave previously taken.
- the purpose of the leave is stated as follows: "*Education Leave may be granted to a teacher wishing to devote up to a year's study or study/travel for purposes of retraining, specialization or professional growth.*"

## Administrative Information

- Application forms and detailed regulations may be obtained from the **NBTA website (www.nbta.ca)**.
- Teachers who have questions regarding an educational leave should direct them to:

Larry Jamieson,  
Secretary, Educational Leave Committee  
NBTA, P.O. Box 752,  
Fredericton, N.B. E3B 5R6  
Tel: (506) 452-1721  
or email: [larry.jamieson@nbta.ca](mailto:larry.jamieson@nbta.ca)

- Interested teachers should apply to the Secretary, Educational Leave Committee, and forward one copy to the District Superintendent and one copy to the School Principal. **No applications for educa-**

**tional leave will be accepted by the Committee if post-marked or emailed after November 6, 2015.**

- Applicants shall be advised of the decisions of the Committee by the end of January 2016.

## Factors Affecting Selection

Although an educational leave must fall into one of three purposes - retraining, specialization or professional growth - the Committee considers confidential comments and recommendations from Principals and Superintendents. These comments are usually directed to the benefits of the leave to the school and district and are an important source of information to the Committee.

Other factors that are considered are:

- distribution by district;
- position distribution (teachers, SPR's, vice-principals and principals, etc.);
- grade levels;
- past professional involvement;
- years of experience;
- number of times teacher has applied;
- benefit to the school/district of the proposed education leave;
- certificate level of the teacher;
- previous educational leave (See note below).

**Note:** Some priority will be given to members who have not previously been granted an educational leave without automatically excluding members who have. Other factors such as the number of years since the previous leave, the total number of applications, the experience of the other applicants and the other criteria listed above shall be considered.

The composition of the Educational Leave Committee is as follows:

*Department of Education:* two representatives;  
*New Brunswick Teachers' Association:* Guy Arseneault;  
*Association des enseignantes et des enseignants francophones du Nouveau Brunswick:* Marc Arseneau;  
*New Brunswick School Districts:* two representatives;  
*New Brunswick Teachers' Federation*  
Larry Jamieson – Secretary; Marcel Larocque

***This notice is designed to give information to teachers as early as possible. It is merely a synopsis of the more detailed regulations. Interested teachers should read carefully both Article 37 of the Collective Agreement and the regulations established by the Education Leave Committee prior to applying.***



All Supply Teachers  
(Certified & Local Permit)  
after working their first day  
Must Register EACH School Year  
at [www.nbta.ca](http://www.nbta.ca)



Click:



**Information on Rights, Responsibilities, & Benefits**

- New Brunswick Teachers' Association ([www.nbta.ca](http://www.nbta.ca))



← Register first...

← Then, access booklet

- New Brunswick Teachers' Federation ([www.nbtffenb.ca](http://www.nbtffenb.ca))  
**Collective Agreement (under "Publications")**

**Members' dues are deducted automatically, whether registered or not.**

*\*Registering with the NBTA means you have also registered with the NBTF\**

If you are experiencing difficulty with the process  
call Carlene Merrick at **452-1833**.

# Executive Director's Report to 2015 NBTA AGM

## May 30, 2015

By Larry Jamieson, NBTA Executive Director - excerpts from report presented to NBTA AGM on May 30, 2015



Let me begin this report with where we left off last year. As the 2014-15 year started for this organization following last year's Retiring Teachers' Luncheon, we were in the final stages of concluding the agreement between teachers and the New Brunswick Government regarding the pension plan changes. Over the next couple of months, the wording of the final agreement, the Trust Agreement, and the New Brunswick Teachers' Pension Plan (NBTPP) text were all concluded and filed with the Superintendent of Pensions. At the beginning of August, the Board of Trustees for the New Brunswick Teachers' Pension Plan met for the first time and the oversight work of the Trustees has continued throughout the year. I am pleased to report that the changes made to the plan and the investment strategies implemented by the New Brunswick Investment Management Corporation (NBIMC) have performed well during the past year. So much so, that the funding level of the plan as of December 31, 2014, has risen to approximately 106%. I can also report that the returns during the first quarter of 2015 have continued to be strong which augers well for the long-term sustainability of the plan.

### Strategic Plan

Four (4) years ago, NBTA developed a strategic plan to focus the actions of the gov-

erning bodies and staff on the Objectives of the Association, as outlined in the Act of Incorporation. During the past year, we have continued to refine this plan with key objectives, strategies and actions. The Strategic Plan is a living document, which is reviewed at every meeting of the Board of Directors and Executive Committee and is the foundational guide when making decisions on new initiatives and budget. This summer, approximately 120 delegates from all parts of the province will come together at the bi-annual NBTA Leadership Workshop on August 12<sup>th</sup> & 13<sup>th</sup>. At this workshop, we will begin the discussions that will lead to updating this strategic plan as we chart a course for the next two (2) years.

### Committee Restructuring

A major undertaking that your staff, Executive and Board has undertaken during the past year is to continue the examination of the role of NBTA Committees and how we might restructure them to align with the Strategic Plan. The goals of this restructuring are to reduce duplication, create more flexibility and greater collaboration, while maintaining, and even increasing, teacher involvement. We expect to see some of this restructuring unfold during the coming year.

### New Assessment Regime

Last year in my report to this AGM, I highlighted the work that had been done in the area of Assessment. The NBTA has long lobbied for a significant reduction in the number of provincial assessments. I can tell you that, as a result of significant lobbying and cooperation with our education partners, we were able to get the number of assessments decreased from thirteen (13) to four (4).

### K-8 Report Cards

For more than 10 years, NBTA AGM's have debated and approved numerous resolutions designed to improve the type and workload involved in K-8 report cards. Last year, NBTA Staff and the Curriculum Committee provided significant input in the K-8 report card revision process. Much work on this initiative has been undertaken through a pilot being conducted in ASD-W. Through this process, the NBTA has had a seat on the Provincial Report Card Committee, provided updates to members through several

info-briefs, offered focus groups to gather teacher input and has provided on-going advice and counsel to provincial decision-makers.

### **NBTA Budget**

The financial status of this organization is very strong as we have experienced four very solid surpluses since our last dues increase. This budget represents the sixth (6<sup>th</sup>) year of the current dues cycle. Although this budget is projecting a significant deficit, this deficit will begin to eat into the significant surpluses of previous years. Given current projections, it is likely that we will be able to extend the current dues cycle to at least one more year, possibly two – which is good news for all our members!

### **Inclusive Education**

A major focus of work for your Association this year has been on the numerous inclusion issues that our teachers and schools are dealing with. At every meeting of the Board of Directors and every conversation with the Minister and senior department staff, inclusion challenges have been raised. You have seen in the Report on Branch Resolutions from the 2014 AGM the number of formal meetings held on these topics and this only scratches the surface – I can truthfully say that virtually every conversation with education staff in schools, district offices and EECD have focused on such issues.

In addition, the School Learning Environments Committee has spent the better part of the past two (2) years working on these issues. In the past few months, the committee has undertaken a full review of Policy 322 Inclusive Education Policy, with a view of providing advice to the Board of Directors on potential improvements/clarifications that are needed for this policy.

The work on this file has been exhaustive and determined because teachers have always supported the concept of inclusion. They believe that each child has the right to have their learning needs met by professionals in the most appropriate settings – the struggle is how to best do this with the limited resources and tools available in our schools and communities. Our classrooms have changed dramatically over the past 30 years in which we have had inclusion in our system. This promise of inclusion has been made by successive governments since 1985 to all of our students and it must be honored – however, teachers cannot do it alone – we need help!

### **Provincial Election**

At the end of September, a new provincial government was elected under the leadership of the Hon. Brian Gallant, with the Hon. Serge Rousselle being named Minister of Education & Early Childhood Development.

As the President outlined for you yesterday in his address to this AGM, the Liberal Party made several commitments to support public education, if elected. Well, what a difference

a few months can make! After receiving the confidence of New Brunswickers, the Gallant Government began a Strategic Program Review to find “efficiencies” to balance the province’s bottom line. At the end of March, the Finance Minister brought down their first budget and leveled an initial reduction of 249 FTE’s on the provinces schools. On top of this, a targeted reduction for the 2016-17 education budget has been announced to be nearly 10% or over \$110 million dollars. Whatever happened to the platform commitments: “Education as a top priority; The wisest investments are in the education system; More opportunities for art, music, physical education, coding, science, technology and the trades; or Ending the process of cutting regardless of the negative impact upon students.”?

I would hate to see what this Government would do if they had leveled a target on public education! As I have outlined earlier in these remarks, our public education system in New Brunswick is not just inclusive; it is one in which teachers are constantly trying to meet the complex, varied and often overwhelming collection of individual learning needs of our students in all-inclusive classrooms. This is a very different challenge from even 15, 20, or 30 years ago!

The Premier and his Cabinet must understand that meeting the educational needs of children is not a simple task – not one that can be reduced to simple dollars and cents! Our students have real needs and there will be real damage done to the education system and education services for students from the cuts outlined in the recent provincial budget. If such cutting is allowed to continue, I fear we will not recognize the education system that we work within.



# How Can the Teacher Voice Be Heard in the 2015 Federal Election?

By Francine Filion, CTF Director of Communications



On April 21, Parliament Hill was abuzz with meetings involving teacher leaders and federal officials discussing child and youth mental health, and child poverty in Canada. The CTF Board of Directors' annual "Hill Day" focussed on federal action and had Board members from across Canada meeting with their respective provincial/territorial federal party caucuses. At the same time, the CTF Executive Committee, led by President Dianne Woloschuk, met with NDP leader Thomas Mulcair, Liberal Leader Justin Trudeau, and Green Party Leader Elizabeth May. Although a few Conservative MPs did meet separately with CTF Board members, Conservative party leader Stephen Harper did not respond to our request. All political parties had been contacted months in advance in preparation for the Hill Day and to obtain each party's positions regarding child and youth mental health, and child poverty. Find out more by visiting **Our questions. Their replies** ([http://vox.ctf-fce.ca/?page\\_id=12878](http://vox.ctf-fce.ca/?page_id=12878)).

Child poverty and child and youth mental health were flagged by over 5,000 teachers surveyed by CTF as the two top priorities for advocacy activities in the next federal election. The results from the CTF survey, conducted in September 2014 showed that 95% of teachers selected child and youth mental health as the top federal advocacy priority and 93% chose child poverty. Find out more by visiting **Hear My Voice** (<http://vox.ctf-fce.ca/>).

These high percentages are symptomatic of classrooms across the country where teachers work daily with students who are facing a multitude of challenges not related to the curriculum.

Mental health and well-being are important factors influencing a student's ability to succeed in school. However, only 1 out of 5 children who needs mental health services receives them. Too often, wait times for assessment are more than a year because of an insufficient number of school-based men-

tal health professionals, a lack of adequate staff training in dealing with children's mental illness and a lack of funding for school-based mental health services. We would not accept this lack of service with other illnesses; why should we with mental illness?

Poverty is also another factor that negatively impacts student learning and development. With growing income inequality in Canada, high poverty rates follow suit. According to Campaign 2000, over 19% of children in Canada, 1.3 million, live in poverty.

Federal government inaction and failure to address these issues are having a ripple effect in schools across Canada. CTF has mounted a national non-partisan advocacy campaign to give teachers a voice in their respective federal ridings. Teachers across the country are being asked to "think federally and act locally." After all, who better can tell their stories and advocate for children than teachers who work with them every day.

**In cooperation with Member organizations, the CTF "Hear My Voice" campaign (nicknamed VOX which is latin for voice) invites every teacher to be heard on issues related to child and youth mental health, and child poverty as we inch our way towards a federal election on Oct. 19, 2015. \*materials have been sent to all NBTA members.**

While the voice of the CTF Board of Directors was heard at the federal, provincial, and territorial levels, the voices of teachers in their ridings are equally important. Teachers are invited to share their stories with their federal election candidates—online, in person, or by phone—and to seek their commitment to support children and youth in Canada.

CTF's easy-to-read teacher advocacy toolkit helps teachers walk through the local advocacy process and offers ideas and approaches that can take from one minute to one hour to complete.

Download the 10-page Teacher Advocacy Toolkit (<http://vox.ctf-fce.ca/wp-content/uploads/2015/04/VOX-Advocacy-Toolkit.pdf>)

Read up on the issues along with data ([http://vox.ctf-fce.ca/wp-content/uploads/2015/05/Hill-Day-2015\\_information-for-parliamentarians.pdf](http://vox.ctf-fce.ca/wp-content/uploads/2015/05/Hill-Day-2015_information-for-parliamentarians.pdf))

Do you wish to engage on social media? The campaign hashtags are #CTFVOX and #VOXFCE. And feel free to share/post the **social media shareables** ([http://vox.ctf-fce.ca/?page\\_id=3670](http://vox.ctf-fce.ca/?page_id=3670)).

We hope to hear your voices – Let's make Canada's children and youth a top priority in the next Parliament.

# Heather Smith Begins Term as CTF President

OTTAWA – Heather Smith has become the new President of the Canadian Teachers' Federation (CTF), following a changeover on July 18 at the CTF Annual General Meeting (AGM) in Ottawa.

Smith is replacing current CTF President Dianne Woloschuk, who served her two-year term from 2013 to 2015. Smith, who was elected as President-Designate at last year's AGM, is a principal from Bathurst, New Brunswick.

"Throughout my career I have had the chance to work with countless talented students and teachers, all of whom have taught me valuable lessons about the issues and obstacles in Canadian education today," she said.

"I look forward to the challenges ahead and the chance to work in partnership with my fellow educators, so as to make their voices heard on the national stage."

A valued member and former president of the New Brunswick Teachers' Association (NBTA), Smith was named one of Canada's Outstanding Principals by the Learning Partnership in 2011 and will bring more than 32 years of teaching experience to CTF. She holds a bachelor of Child Study degree in Elementary and Special Education and a Master of Education in Literacy from Mount Saint Vincent University. She has also previously served as the Vice-President on the CTF Executive Committee.

In addition to Smith becoming President, other AGM delegates were elected for a year-long term on the CTF Executive Committee.

Here's the CTF Executive Committee for 2015-2016:

- Heather Smith, President (New Brunswick Teachers' Association)
- Norman Gould, Vice-President (Manitoba Teachers' Society)
- Carol Jolin, Vice-President (Association des enseignantes et des enseignants franco-ontariens)
- Gayla Meredith, Vice-President (Northwest Territories Teachers' Association)
- Mark Ramsankar, Vice-President (The Alberta Teachers' Association)

*The Canadian Teachers' Federation is an alliance of nearly 200,000 elementary and secondary educators from 17 organizations (15 Members, one Affiliate Member and one Associate Member across Canada). CTF is also a member of Education International, a global alliance of educators. Follow CTF on Twitter: @CanTeachersFed and @EnseigneCanada.*



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**TRAUMA**–Strategies for Resolving the Impact of Post-Traumatic Stress

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**Moncton:** March 17-18, 2016

Visit our website this Fall for information on more workshops coming to New Brunswick in 2016.

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# Genderbread People

by Melinda Cook, NBTA Deputy Executive Director

A couple of years ago, as part of a new work assignment, I was tasked with helping an NBTA Committee develop new policy regarding gender, for recommendation to the NBTA Board of Directors. The policy was developed and accepted by the Board and supporting materials were developed and distributed.

Given the extremely limited background knowledge I had regarding the topic, I found the biggest hurdle I had to overcome during policy and material development was one of language. The terminology around the topic is evolving rapidly and becoming increasingly refined. The NBTA Committee members and I had a lot of new language to acquire.

One very helpful tool in this language acquisition was a genderbread person. I remember being delighted by the first one I saw. It helped to clarify the terminology in a very succinct manner.

In an effort to support members with their own language development, the Board of Directors authorized the production of a family of genderbread people for distribution to the membership. On the following pages, there are four genderbread people that may be cut out and used as quick reference guides: one on the topic of gender expression, one on gender identity, one on attraction, and one on assigned sex. On the back of each card are some key terms that may help facilitate conversation.

The Genderbread People are also available on the NBTA website ([www.nbta.ca](http://www.nbta.ca)) under RESOURCES > LGBTQ.



## ***G. Forbes Elliot Award***

Mr. Greg Tucker, presently teaching at Oromocto High school is this year's recipient of the prestigious G. Forbes Elliot Award for Educational Leadership awarded by the University of New Brunswick. This annual award, which carries an approximate value of \$5000.00, was established in 1994 as a bequest of the late Dr. G. Forbes Elliot, a prominent Canadian educator, Saint John resident, and the first Vice-President of the University of New Brunswick in Saint John (UNBSJ).

To be eligible for this award, an applicant must have taught for a minimum of five years in the public schools of New Brunswick, have demonstrated leadership in the field of education, and plan to pursue graduate studies in Education at the University of New Brunswick.

Mr. Tucker's numerous activities at the school level regarding sports and student involvement exemplify the qualities outlined in the award. He has also developed and taught a new English course on graphic novels that has been accepted by St. Thomas University as a course acceptable for university entrance.

Mr. Tucker was also the recipient of the NBTA Excellence in Teaching Award (2008) and the District 17 Physical Education Teacher of the Year Award (2007).

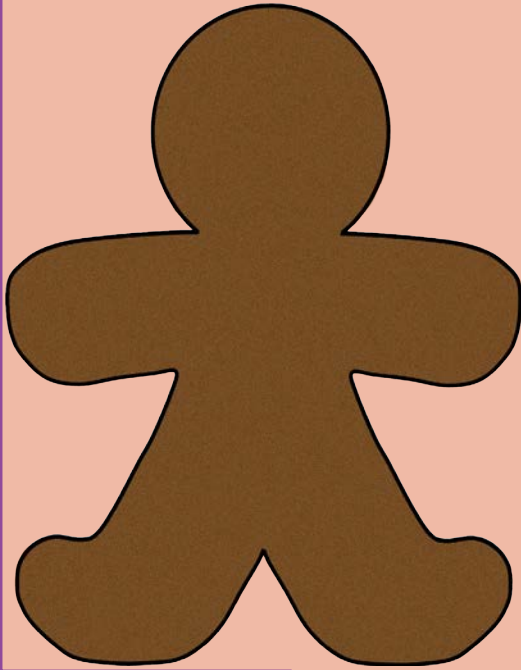
The selection committee felt very strongly that Mr. Tucker demonstrated the leadership qualities and ideals of the G. Forbes Elliot Award.

Submitted by the Chair, G. Forbes Elliot Award Selection Committee

# Genderbread People

How do I present myself to others?

Gender Expression



How do I identify myself?

Gender Identity



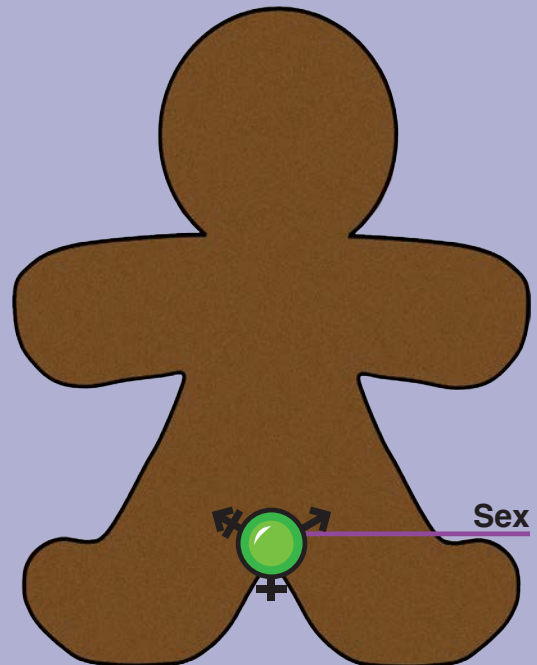
Who am I attracted to?

Attraction



What is my assigned sex?


Sex






# Genderbread People

## Gender Identity

- A person's internal and individual experience of gender. This could include an internal sense of being a man, woman, both, neither or another gender.
- Gender Identity is not a binary construct, but rather a continuum.  

- Terms you may hear in discussions of gender identity include: *cisgender*, *gender queer*, or *agender*.

## Gender Expression

- The way a person presents and communicates gender within a social context.
- Like gender identity, gender expression is a continuum rather than a binary construct.  

- Gender can be expressed through clothing, speech, hairstyle, voice and/or the emphasis/deemphasis of characteristics often associated with femininity or masculinity.
- Terms you may hear in discussions of gender expression include *gender creative* or *gender fluid*.

## Assigned Sex

- Biological sex is assigned at birth and is based upon physical characteristics.
- Terms you might hear: *male*, *female*, *intersex*.
- Intersex refers to a person whose chromosomal, hormonal, or anatomical sex characteristics fall outside the conventional classifications of male or female.

## Attraction

- Attraction can be intellectual, emotional, and/or physical.
- Physical attraction is often used synonymously with the term sexual orientation.
- Other terms associated with discussions of attraction include: *gay*, *lesbian*, *bisexual*, *pansexual*, *straight* and *asexual*.



# Compass Conference 2015

*Early career teachers navigating the professional world of education*



**Thursday and Friday**  
**October 15 and 16, 2015**  
**NBTF Building, Fredericton**



**Conference Goal:** This conference is designed to support early career teachers as they develop their professional identity, reflect on their professional practice and purposefully seek out formal and informal networks of learning.

**Thursday Conference Topics include:**

- NBTA 101: Your Professional Association (structures and services; communication; professional learning opportunities; pension; insurance; certification; etc.)
- NBTF - Getting to Know your Union; Understanding Your Collective Agreement

**Friday Conference Topics include:**

- Mental Health
- Classroom Management
- Balanced Assessment

**Target Audience:** Any NBTA statutory or casual member within the first **five** years of teaching

**Registration:** Electronic registration via [www.nbta.ca](http://www.nbta.ca) September 1 - October 5.

**Conference Fees:** There will be no registration fee to attend this conference and NBTA will pay the supply teacher costs for those participants who require one. Lunch and nutrition breaks will be provided. All other expenses (additional meals, travel and accommodation) are the responsibility of the participant.

**LIMITED SEATING AVAILABLE - REGISTER EARLY**

**Register at [www.nbta.ca](http://www.nbta.ca)**  
**September 1 - October 5**

For more information, contact Denise at 452-1828 or [denise.johnson@nbta.ca](mailto:denise.johnson@nbta.ca)

# 5 Grants Valued at \$1500 each to be awarded to teams of NB teachers!

## TEACHER DESIGNED PROFESSIONAL LEARNING GRANTS 2016

### *WHAT IS A TEACHER DESIGNED PROFESSIONAL LEARNING GRANT?*

TDPLG is an annual school-based professional learning opportunity funded by the New Brunswick Teachers' Association. NBTA will award five \$1500 grants for the calendar year January 2016 – December 2016. Interested teams of 3-5 teachers are invited to apply. Application forms will be available online beginning November 9, 2015. The November edition of the *NBTA News* will provide further details concerning selection criteria and grant requirements.

## Deadline to apply is December 11, 2015

### TEACHER EXCHANGE: THE WORLD IS YOUR CLASSROOM!

#### SAME VOCATION! DIFFERENT LOCATION!



Live and teach (including your family) in another country for a year while remaining employed and paid by your Canadian board and retaining all benefits. The Canadian Education Exchange Foundation, as mandated by the New Brunswick Department of Education and Early Childhood Development, facilitates reciprocal teacher exchanges to the United Kingdom (England, Northern Ireland, Scotland, Wales), Denmark, France, Switzerland (limited), Germany, Australia and some U.S. states. Applications are now being accepted for the 2016/2017 school year. For information visit [www.ceef.ca](http://www.ceef.ca) or contact [cwilk@ceef.ca](mailto:cwilk@ceef.ca) or call (705) 739 7596.

Information Meeting with CEEF representative Carol Wilkins sponsored by NBTA:

**DATE:** Saturday, October 17, 2015, at 10:30 am **LOCATION:** NBTF Building, Fredericton, NB

For more information contact **Ardith Shirley**, Professional Learning, NBTA at **506-452-1740** or [ardith.shirley@nbta.ca](mailto:ardith.shirley@nbta.ca).

# 2015-2016 NBTA Pension Seminars

## Registration Forms On-Line at [www.nbta.ca](http://www.nbta.ca)

### Date of Seminar:

- \_\_\_\_\_ October 31 - Moncton
- \_\_\_\_\_ November 21 - Dalhousie
- \_\_\_\_\_ December 5 - Fredericton
- \_\_\_\_\_ January 23 - Miramichi
- \_\_\_\_\_ February 13 - Saint John
- \_\_\_\_\_ February 27 - Sussex

### Deadline for Registration:

- October 23
- November 13
- November 27
- January 15
- February 5
- February 19

## Seminar Guidelines

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

1. All participants must pre-register.
2. Travel and accommodation costs are the responsibility of the participant.
3. A nutrition break will be provided.
4. Questions relating to these seminars should be directed to:  
**Michael Ketchum or Melinda Cook**  
**NBTA Staff Officer**  
**New Brunswick Teachers' Association**  
**P.O. Box 752**  
**Fredericton, N.B. E3B 5R6 (Tel. 452-1722)**
5. All teachers are welcome to attend.
6. All seminars begin with registration at 8:30 am and sessions at 9:00 am until 1:00 pm.

### Program

- Teachers' Pension Act
  - contribution rates
  - retirement options
  - pension calculations
  - survivor options
  - purchase and transfer of Pension Service
- Retirement Allowance
  - pre-retirement vacation
- Canada Pension
- Old Age Security
- Financial Planning for Retirement
  - RRSPs
  - RRIFs
  - Annuities

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

## ATTENTION RETIRED TEACHERS

If you are a recently retired teacher or know someone who is, you are encouraged to join your professional organization: the New Brunswick Society of Retired Teachers. Membership in the NBSRT has the following benefits:

- Being part of a growing organization of over 2000 members.
- *Reflections* magazine published three times per year.
- Representation on the NBTF Group Insurance Trustees.
- School Days Museum filled with teaching memorabilia and artifacts.
- Affiliations with NBTA, Canadian Association of Retired Teachers, SERFNB, Coalition for Seniors and Nursing Home Residents Rights.
- Deduction of dues at source.

For membership information contact Vernon Harding, Membership Secretary, (506)459-2633, or e-mail at [tutoris@nbnet.nb.ca](mailto:tutoris@nbnet.nb.ca)

Betty Smith, President  
New Brunswick Society of Retired Teachers



# FHS Methods & Resource Department Extreme Makeover

## How Salesforce Foundation helped us reach “Cloud 9”

By Lori Hay, Resource Teacher, Fredericton High School

Everyone deserves to learn in an environment where it is bright, happy and welcoming. When we're on “Cloud 9”, we've reached a place where anything is possible, we feel positive and things are exciting. School should be such a place. That's what the partnership between Salesforce Foundation and Fredericton High School, along with many volunteers and community businesses and organizations, set out to do. It was a heartwarming 9 weeks of renovation, cleaning and encouragement to see it through! We were left with a modern space where students of all learning needs come to get help, do therapy, socialize with friends, and dream!

The Salesforce Foundation's philanthropic goal is to give back to communities through grants and employee volunteering. The foundation has helped thousands in an effort to give back in the most meaningful of ways. Fredericton's Salesforce Foundation team, located in the Knowledge Park, embraced the FHS Methods & Resource Department last summer, helping to renovate our 11 rooms! Kailynn Clark, the foundation's local representative, inspired her team to help make it all happen! FHS teachers, educational assistants, maintenance, cleaning staff, administration, and parents rolled up their sleeves to get the job done. Salesforce employees arrived each week giving the project over 200 hours of volunteer time! Local companies, including DJC Carpentry, Home Depot, Walmart, and two very giving private donors, donated money and time to help complete the many objectives of the project! We felt so loved by all the support and excitement! It was the extreme makeover anyone dreams of!



**Barb Smeltzer, Author & Senior Program Manager at Salesforce Foundation with Sophie Stewart & Charlotte McGinn, President, FHS Best Buddies**

The most important additions of this project were our new Best Buddies club space and our new ABA therapy room! These spaces fine-tuned the services and opportunities our department provides to students at FHS. Our educational assistants were also very excited to receive a new, comfortable staff area and a bright workroom to eat lunch. All 26 of them were very happy when they returned from summer vacation last year. It was Christmas morning in September!

It's been a year since we celebrated the opening our newly renovated department. The summer of 2014 will remain one of the hardest I've experienced, but the payoff is immeasurable! We met new people and shared in the excitement of making the environment of some very deserving students beautiful and new! This project has two heroes: our principal, Shane Thomas, who enthusiastically got behind this huge undertaking (thank you), and the Salesforce Foundation for the endless give to the students and staff of our Methods & Resource Department. We will always be very grateful to you and your amazing employees!

It might be a cliché, but I can tell you that each and every one of us, young and old, is still on “Cloud 9”!



**Our new Best Buddies Club room**

# Changing Communities, Changing Classrooms: Questions to Consider

by Chantal Lafargue, Faculty Associate & Paula Kristmanson, Associate Professor  
Second Language Research Institute of Canada (L2RIC), University of New Brunswick

Recent media reports suggest New Brunswick is facing a significant demographic shift. A notable headline of late was a report by Statistics Canada that pointed to an aging population: In 2014, deaths exceeded births in New Brunswick (CBC, 2015). To sustain our economy, targets have been set and avenues have been recommended to mitigate population decline. Measures include, but are not limited to, maximizing the recruitment and retention of immigrants, skilled workers, and international students to New Brunswick. According to the province's population growth strategy, the goal is to attract 5000 people to NB by 2017 (PNB, 2014). These "newcomers bring families, new perspectives and diversity to our province. The diversity of these immigrants, refugees and their families enrich our communities and cities and make New Brunswick a more vibrant and interesting place to be" (PNB, 2007, p.12). The same could be said for classrooms, and, for educators, the word "family" is of particular importance.

When a newcomer family lands in a community, an essential part of the settlement process is transitioning children effectively to their new learning environment. According to the latest strategy, "Succeeding in growing New Brunswick's population is a mutual responsibility dependent on the active participation of both federal and provincial governments, industries, educators, workers and communities alike" (PNB, 2014, p.3). Interestingly, in 2012, the Porter and AuCoin report on inclusion described the need for increased supports for both newcomer students and educators. Teachers, when operating within an inclusive paradigm, acknowledge both the strengths and challenges of newcomers in their classrooms, be they social, cultural, emotional, academic, or linguistic. When reflecting upon how to include newcomers appropriately in their classrooms, professionals may find themselves asking questions, such as:

- Does our province have established standards of practice for intake, assessment, placement, monitoring, instruction, and inclusion of newcomers and English language learners?
- Are there policies, curricula, and educational supports available to guide me in the creation of learning plans for newcomers and English language learners?

- What are reasonable expectations for performance, given the learners' linguistic, academic, cultural, social or emotional characteristics?
- What classroom resources can I use to provide language instruction, to ensure subject content is comprehensible, or to make learning relevant to my learners' cultural perspectives or backgrounds?
- Whose leadership can I rely upon to support my professional learning, and whose guidance can I seek out to support me when I sense my practice isn't meeting my students' needs?

As by 2030 the only factor influencing population growth for our country will be international migration (Statistics Canada, 2006), questions such as those posed above are becoming increasingly relevant to educators in communities beyond New Brunswick. A quick scan of provincial and school board websites would suggest that other jurisdictions in Canada are already addressing these complexities from an educational standpoint. Recent publications include Learn Alberta's Benchmarks, Strategies and Resources (<http://www.learnalberta.ca/content/eslapb/index.html>) and Manitoba Education's tool for understanding the backgrounds of refugee and war-affected children ([http://www.edu.gov.mb.ca/k12/docs/support/building\\_hope/index.html](http://www.edu.gov.mb.ca/k12/docs/support/building_hope/index.html))

With the thought of inclusion of newcomers to New Brunswick in mind, teachers—and, by extension, the education system as a whole—are aptly positioned to make a positive impact on the lives of newcomer youth and their families as we work collectively towards self-sufficiency and retention of our newcomers to this province.

This is the first in a series of articles aimed at inciting reflection and dialogue about the inclusion of newcomers and English language learners in New Brunswick classrooms. Future articles will address some of the questions and topics that educators in our province may find pertinent in our new reality.

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## Sources:

CBC News New Brunswick. (March 29, 2015). New Brunswick deaths topped births for first time last year. Retrieved from: <http://www.cbc.ca/news/canada/new-brunswick/new-brunswick-deaths-topped-births-for-first-time-last-year-1.3014213>

Porter, G. & AuCoin, A. (2012). *Strengthening Inclusion, Strengthening Schools: Report of the Review of Inclusive Education Programs and Practices in New Brunswick Schools. An Action Plan for Growth*. Fredericton, NB: Province of New Brunswick. Retrieved from: <http://www.gnb.ca/0000/publications/comm/Inclusion.pdf>

Province of New Brunswick. (2007). Be our future: New Brunswick's population growth strategy. Province of New Brunswick: Fredericton, NB.

Province of New Brunswick. (2014). Population Growth Strategy 2014-17. Province of New Brunswick: Fredericton, NB. Retrieved from: <http://www2.gnb.ca/content/dam/gnb/Departments/petl->

Statistics Canada. (2005). *Population Projections for Canada, Provinces and Territories, 2005-2031*, Statistics Canada Catalogue number 91-520-XIE, scenario 3, and Demography Division, annual population estimates from 1956 to 2005.

Chantal Lafargue and Dr. Paula Kristmanson are members of the research team at L2RIC and are involved in a variety of projects related to EAL teaching and learning.

# NBTA InfoBrief: New Brunswick Report Card Pilot

*by Kimberley McKay, NBTA Staff Officer*

**Introduction**

Since 2013, a team of educators from the Department of Education and Early Childhood Development, the NBTA and each of the four school districts has worked on updating the process of reporting on student learning in Kindergarten to Grade 8. This work has involved reviewing research on effective practices, examining reporting practices in other jurisdictions, and consulting with educators and parents. In 2014-2015 a pilot of the recommended changes was carried out in Anglophone West School District and stakeholders had several opportunities to provide feedback. NBTA provided its own opportunity for feedback by offering a focus group in each of the 11 Branches in ASD-W. This infobrief provides a summary of the focus group process and results.

**Focus Group Overview**

NBTA offered a rotating series of 75 minute focus groups in each of the 11 Branches in ASD-W between mid-April and late May. The focus group registration was open to any K-8 contract teacher who had been using the pilot Progress and the pilot Achievement reports. The purpose of the focus groups was to collect feedback on both reports to share with NBTA Board/Committees as well as the Provincial Report Card Committee. It should be noted that although the sessions were made available, only 1 of the 11 Branches had sufficient registrations to run (Branch 1429). Given the time of year and multiple other opportunities for providing feedback, members did not appear to need to avail themselves of this additional mechanism for input. The summary results below also include a few written submissions of feedback NBTA received.

**Wave Analysis Process**

The process used during the session was the Wave Analysis. The purpose of a wave analysis is four-fold: (1) to articulate successes, challenges, & questions; (2) to identify different needs among the roles and areas; (3) to build leadership capacity; and (4) to inform future goals and actions.

Participants engaged in 3 rounds of discussion:

1. **Emerging/Building Waves** – What actions/strategies/structures are beginning to build momentum and gain energy? Where are you seeing positive results and continuous learning?
2. **Crest of the Wave** - What actions/strategies/structures are producing the best results but are time & energy intensive, therefore unsustainable over time or with limited opportunity for growth?
3. **Trough/Undertow** – What actions/strategies/structures are NOT working well and may be causing confusion, anxiety and resentment?

**Summary of Feedback**

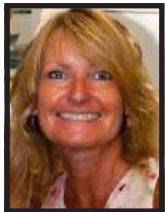
It should not come as a surprise that the feedback collected from the NBTA focus group mirrors closely the provincial feedback. Further, it is not surprising that a portion of the feedback turned to anxiety and frustration regarding the new student information system (Powerschool). As the group considered actions or strategies that are seeing positive results and gaining momentum, the most common theme was “teachers being more focused on curriculum” and engaging more frequently in professional conversations. This has also resulted in teachers developing a common language around curriculum and continuous learning about how to effectively collect and use data. Next, the group turned its attention to actions or strategies on the crest – effective but unsustainable over time unless changes are made. Several of the ideas coming forward in this area pertained to writing comments and ranged from concerns over length of comments, number of comments to write, and keeping the language “fresh” and non-redundant. Related feedback also spoke to overall number of reports being too many and the time between reports too short and therefore not enough time to collect evidence prior to reporting. The final round of discussions focused on actions and strategies that are simply not working well and causing confusion, anxiety and resentment. Themes emerging from this question included the broad learning range implied by assigning a student a score of “3”, the work involved in writing the report card, the challenges of using the rubrics and meshing the new report card with other structures such as CAMET standards or PLPs.

**Moving Forward**

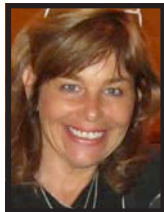
In keeping with the “wave as metaphor” theme, the words “making waves” can have a negative connotation such as “causing difficulty” as well as a positive connotation such as “changing existing situations in a way that shakes people up”. If we hope to “make waves” in a positive sense, we must develop the capacities to use new methods and strategies and to let go of the things that do not bring energy to the wave. Providing ongoing opportunities for discussion, for feedback and for learning will be a critical role for NBTA to play as we continue to experience both the swells and the troughs of the report card pilot wave.

## Welcome to the teaching profession!

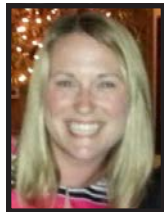
NBTA, as the Professional Association, is pleased to offer support specific to the needs of our early career teachers. Part of that support comes through POINT - Professional Orientation and Induction for New Teachers. Each NBTA Branch has a POINT Liaison (pictured below) who takes the lead in organizing a Branch welcome, as well as a mid-year follow-up. Thank you to our POINT teacher volunteers who help make new teacher support possible.



Debbi Sloan  
0214



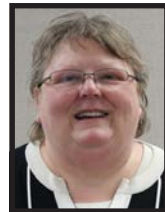
Karen Tanner  
0215



Karen Dorken  
0216



Barbara Porter  
0217



Sandy Tingley  
0618



Jillian Kiervin  
0619



Stacey Wood  
0820



Jennifer Wright  
1021



Sally Cogswell  
1022



Heidi Brown  
1023



Beth Christie  
1428



Marie Ketch-Gaddas  
1429



Beth Corey-McCready  
1430



Danielle Fillmore  
1431



France Morin-Parent  
1450



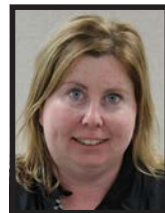
Parise Plourde  
1454



Lise-Ann LaPointe  
1536



Mae Cameron  
1538



Connie Ellis  
1542



Colleen Hayes  
1608



Elizabeth Price  
1610



Ginny Richard  
1640



Catherine Campbell  
1724



Jocelyn Doucet  
1725



Angela Lardner  
1809



Derek Taggart  
1826



Tina Noble  
1827



# NBTA iLearn: We've got an "Opp" for that!

by Ardith Shirley, NBTA Staff Officer

## NBTA Professional Learning 2015-2016

Three years ago, we began listing as many of our NBTA provincial professional learning opportunities and noteworthy events in a professional learning "Menu". The feedback we received on our NBTA PL Menu since then has been very positive and so our NBTA "cooks" (aka Staff Officers) have continued the practice annually. This spring, our NBTA Professional Learning Committee met and suggested that perhaps it was time to "freshen" up the idea so we put our heads together to come up with a new theme for 2015-16 based on the iPhone iOS to keep things exciting – instead of 'Apps' we have many 'Opps'. We hope you like it! (Here's a glimpse of what to expect – stay tuned for the larger poster size in your staffroom soon. Want your own personal copy? It's available for print at [www.nbta.ca/](http://www.nbta.ca/)!)

Please come back and check our NBTA iLearn Opps often. Just like Apple, we are constantly looking for new ways to keep our "users" (aka New Brunswick Teachers) engaged and happy learners. We also do our best to respond as we become aware of "new fixes" for the "bugs" that our teachers may be facing.

Check our website throughout the year to be sure you know about our latest NBTA iLearn updates.

We hope that you will find an "Opp" to your liking and mark the date in your calendar!



### NBTA Professional Learning Opportunities 2015-2016

<p><b>Walking the Line Leadership</b> <b>Orientation for Supply Teachers</b> <i>in partnership with your district</i></p> <p style="text-align: center;">In Partnership</p>	<p><b>Canadian Association of Principals 35<sup>th</sup> Annual Conference</b> <b>Saint John</b> <b>May 16-19, 2016</b></p> <p style="text-align: center;">CAP 2016</p>	<p><b>NBTA Compass Conference</b> <i>October 15-16, 2015</i> <i>Fredericton</i></p> <p><b>Workshop: Classroom Management 101</b> <i>October 30, 2015</i></p> <p style="text-align: center;">Early Career</p>
<p><b>Teacher Exchange Information Meeting</b> <i>Oct. 17, 2015 in Fredericton</i></p> <p><b>Project Overseas Deadline:</b> <b>November 4, 2015</b></p> <p style="text-align: center;">Travel Opps</p>	<p><b>Provincial Professional Learning Chairpersons</b> <b>Nov. 5-6, 2015</b></p> <p style="text-align: center;">PL</p>	<p><b>Pension Seminars</b> <i>Moncton (Oct. 31)</i> <i>Dalhousie (Nov. 21)</i> <i>Fredericton (Dec. 5)</i> <i>Miramichi (Jan. 23)</i> <i>Saint John (Feb. 13)</i> <i>Sussex (Feb. 27)</i></p> <p style="text-align: center;">Pension</p>
<p><b>Developing Successful Schools</b> <b>July 4-7, 2016</b></p> <p><b>CONTACT</b> <b>August 2-5, 2016</b> <b>Nova Scotia</b></p> <p style="text-align: center;">Summer Learning</p>	<p><b>Council Coordinating</b> <i>Sept. 24-25, 2015 in Fredericton</i></p> <p><b>Branch Presidents Workshop</b> <i>Oct. 2, 2015 in Fredericton</i></p> <p style="text-align: center;">Leaders</p>	<p><b>FIERGE</b> <b>Conversations</b> <i>October 2-3, 2015</i></p> <p><b>Generations</b> <i>April 22, 2016</i></p> <p><b>Accountability</b> <i>April 23, 2016</i></p> <p style="text-align: center;">Conversations</p>
<p><b>Council Day</b> <b>May 6, 2016</b></p> <p><i>EC &amp; Art - Moncton</i></p> <p><i>MLC &amp; Music - Miramichi</i></p> <p><i>HSC &amp; Phys. Ed. - Fredericton</i></p> <p style="text-align: center;">Council</p>	<p><b>NBTA Sponsored Enrichment Triad Training Course</b> <i>Fall 2015, Spring 2016 or Summer 2016 in Fredericton</i></p> <p style="text-align: center;">NBTA Sponsored</p>	<p><b>Registration Information at</b> <b><a href="http://www.nbta.ca">www.nbta.ca</a></b></p> <p style="text-align: center;">Registration</p>



## May I Recommend:

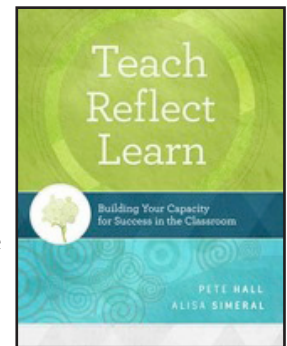
As we embark on another consultation in New Brunswick for the purpose of creating recommendations for a new 10 Year Education Plan (See invitation for input from Co-chair Karen Branscombe Powers on Page 26), I found the summer digital edition of Educational Leadership “Improving Schools from Within” timely. The closing article “*Speaking Up & Talking Back*” written by Thomas Newkirk reminds educators of both the difficulty and reward in having the courage to speak up. I believe that New Brunswick needs our teacher voices to be heard loudly as our vision of education for the next 10 years is co-constructed. **“No longer can those who spend their lives educating children be the silent partners. Its time for educators to tell the world what they know and advocate publically for students and schools.”**

**Take Care!**



## Book Give-Away!

The first book give away for this school year will be “*Teach, Reflect, Learn: Building Your Capacity for Success in the Classroom*” by Pete Hall and Alisa Simeral. Sound intriguing? Send me an email with the subject line “Book Draw” before September 30<sup>th</sup>.



## Closing Quote:

As another school year begins, I wish you much success as you lead learning in your classrooms, schools and communities. Since Apple was the inspiration for our iLearn Opps, I turn to a quote from Steve Jobs that I hope you might find as a source of inspiration when you come up against any challenge our system can throw at you this school year –

**“Here’s to the crazy ones, the misfits, the rebels, the troublemakers, the round pegs in the square holes... The ones who see things differently — they’re not fond of rules... You can quote them, disagree with them, glorify or vilify them, but the only thing you can’t do is ignore them because they change things... They push the human race forward, and while some may see them as the crazy ones, we see genius, because the ones who are crazy enough to think that they can change the world, are the ones who do.”**

— Steve Jobs

# Add your voice... to the New Brunswick Education Plan

Dear teachers and administrators,

As the new school year begins, I am filled with memories of my first day of teaching, September 2, 1980. I remember walking to Riverview Junior High School and what I wore to school that first day. My work as a New Brunswick educator started with that walk and has brought me to writing to you with a huge responsibility. Being asked to co-chair the development of a new 10-year Education Plan for New Brunswick is a role that I do not take lightly. I have been a New Brunswick teacher, school administrator and superintendent. All of these positions led me to the place that I am today and why I am writing to you.

To be honest, I need your help. Over the next several weeks, there will be several opportunities for teachers and administrators to provide me with direction, input and evidence of what is needed in New Brunswick. I want to hear from you and I will respect and value your opinions.

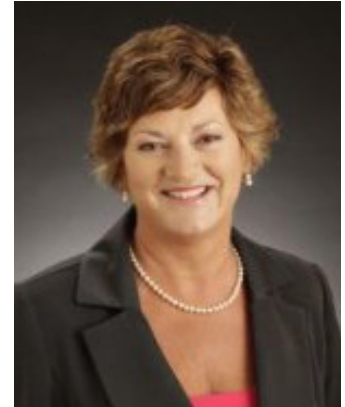
How do I make recommendations that are sustainable for 10 years and considered important and relevant enough to provide direction beyond government changes? What do we have to say to impact teaching and learning so that our students are engaged, understand high expectations and are well prepared for their life long journeys? How do we create a growth mindset about education in New Brunswick? What innovative and inspiring stories need to be shared and replicated? What has to happen so that teachers and school administrators are recognized as the professional organization that brings success to student learning? How do we live within our means and use our resources to the fullest? How do we truly integrate services, agencies, programs, partners and communities to collaboratively work towards a common goal? What systems are working and which ones are really not? How do we have authentic conversations about learning that can lead to positive growth and change? How can I bring inspiration and hope to our learning culture?

I will send questions to teachers and site-based administrators specific to your work. Please take the time to meet with your peers and respond to the questions. This is not meant to overburden you and it should not take too much time. I hope that you will see this as time well spent. The answers to the questions will be sent in to a central place and I will begin to read, study and consider your thoughts. By the end of November, I want to have the beginnings of a draft - a document that clarifies the big picture, the themes that are evolving from the evidence being collected. I cannot stress enough how important your voice is in this. There will be more discussion and by the end of March the two co-chairs (Anglophone sector and Francophone sector) will provide recommendations to our Minister of Education. The 10-year plan would then be written based on these recommendations.

The overall engagement strategy includes a website and discussion paper specific to the NB Education Plan. The website will include a survey for all New Brunswickers to participate in this important initiative. There will be a section for teachers, administrators and support staff on the website and I encourage you to check it out. Other focused workshops and public sessions will offer PSSC, parents, community members and District Education Councils to be involved. For you as educators, I truly hope that you will engage in discussion around specific questions and offer input and suggestions. I feel confident that we can balance the positive work being done in our schools with the critical direction needed for sustained and long-lasting improvement.

With sincere thanks,

Karen Power  
Co-Chair, NB Education Plan



# NBTA Sponsored Professional Course

## Enrichment Triad Training Course

**Target Audience:** Elementary Teachers (K-5)

**Cost:** Tuition \$500 + \$15 material fee

**Location:**

**NBTF Building, 650 Montgomery Street  
Fredericton, NB**

**Registration Deadline:** See above

**Instructor:** Barb Buckley, Educator  
(former Supervisor/Coordinator  
of K-12 Programming)

**(Please make cheques payable to NBTA)**  
Register by going to [www.nbta.ca](http://www.nbta.ca) and clicking  
on the Enrichment Triad Training Course.

**Register Early - Limited Enrolment!**

**Fall:**

**Dates:** Sept. 26, Oct. 3, 17, 24, 31  
Saturdays (9:00 am - 3:30 pm)  
+5 hours outside of class

**Reg. Deadline:** September 18, 2015

**Spring:**

**Dates:** Apr. 16, 23, 30, May 7, 14  
Saturdays (9:00 am - 3:30 pm)  
+5 hours outside of class

**Reg. Deadline:** April 8, 2016

**Summer:**

**Dates:** July 4-8 inclusive  
(9:00 am - 3:30 pm)  
+5 hours outside of class

**Reg. Deadline:** June 24, 2016

The Enrichment Triad Model is a literacy-rich, inclusive, cross-curricular, student-driven model. Its primary goal is to improve schools from within the classroom by differentiating and enriching the curriculum for ALL students in the regular classroom through interdisciplinary studies. It encourages the use of a wide variety of instructional strategies and styles while allowing students to experience self-directed, innovative learning based on their individual interests, strengths and learning styles. If thoroughly implemented, this model will offer the students three levels of enrichment.

Participants will be introduced to the work and philosophy of Joseph Renzulli and Margaret Beecher. This will be followed by an intensive, in-depth training of what the enrichment triad model is and how to implement it in the classroom. The training will include multiple handouts, activities, video clips of the model, discussion articles and actual practice. There will be lesson demonstrations of key skills to be taught and practice of each phase of the triad.

**Participant Comments (2015)**

*"I was led to deep thinking and truly inspired to "think outside the box"."*

*"I learned great strategies for making learning fun, meaningful, enriching and authentic."*

*"This model addresses students' individual interests and learning styles while challenging them to become independent investigators."*

*"We are inspired by the presenter's passion"*

**PERSONALIZE LEARNING • INCREASE SELF-ESTEEM • CELEBRATE STUDENT SUCCESS**

## Professional Courses: Fall **OR** Spring **OR** Summer

Name: \_\_\_\_\_

School: \_\_\_\_\_

Email: \_\_\_\_\_ Member Number: \_\_\_\_\_

Fall (Sept. 26, Oct. 3, 17, 24, 31)  **OR** Spring (Apr. 16, 23, 30, May 7, 14)  **OR** Summer (July 4-8)

**You will be emailed with a confirmation of your seat.**

Please print and mail registration form with payment (cheques payable to NBTA) to:

**Judy Deveau, Executive Assistant**

**NBTA, PO Box 752**

**Fredericton, NB E3B 5R6**

You are encouraged to apply well in advance because of limited enrollment.

# Project Overseas 2016

Started in 1962, Project Overseas (PO) is a joint endeavour of the Canadian Teachers' Federation and its Member organizations to help overseas partners deliver professional in-service programs to teachers in developing countries. Project Overseas has assisted teacher organizations in over fifty countries in Africa, Asia and the Pacific, and the Caribbean. PO currently places over fifty volunteers in approximately twelve countries every July and August. Financial assistance is provided by the Canadian Teachers' Federation and its provincial and territorial teacher organizations.

## Main Objectives of the Program

- To help teachers in developing countries upgrade their competence through in-service courses.
- To help overseas teacher organizations improve and strengthen their capacity, and services to members.
- To support long term projects designed to strengthen quality, publicly funded education.
- To promote understanding and goodwill among teachers.

## Project Overseas Countries

Successful applicants can expect to work with colleagues and co-tutors in developing countries such as: Barbados, Dominica, Ghana, Grenada, Guyana, Haiti, St. Kitts, St. Lucia, St. Vincent & the Grenadines, Sierra Leone, Togo, Trinidad & Tobago, and Uganda.

## Basic Requirements for Participation

Applications are welcome from any Canadian teacher who is a member of a provincial or territorial teacher organization which sponsors PO, and meets the following requirements:

- possesses an appropriate teacher certificate with a minimum of five full years teaching experience in Canada;
- is a Canadian citizen with a valid passport;
- has excellent health and is able to work in developing country conditions;
- shows evidence of flexibility, mature judgement;
- is a team player.

### How to Apply

Further information & application forms may be obtained from the NBTA website: [www.nbta.ca](http://www.nbta.ca)

**Deadline: November 4, 2015**

Further information may also be obtained by visiting:

[www.ctf-fce.ca](http://www.ctf-fce.ca)

or from [melinda.cook@nbta.ca](mailto:melinda.cook@nbta.ca)

Send completed forms to:

Melinda Cook  
NBTA, P.O. Box 752  
650 Montgomery Street  
Fredericton, NB  
E3B 5R6



Project Overseas 2015

## Terms of the Assignment

- Volunteers must be prepared to be assigned to any location where there is a CTF project.
- Volunteers must be prepared to devote their time during the months of July and/or August.
- Volunteers can expect to work hard both in and out of the classroom and collaborate with the local co-tutor.
- It is not possible for family members to accompany the participant.
- Each volunteer teacher is a member of a team, which is led by an experienced Project Overseas participant.
- It is usual practice for volunteers to share living accommodations with other PO volunteers.
- The volunteer teacher does not receive a salary, but travel and basic living expenses are paid by CTF.

## Selection of Participants

Applications are received by NBTA in early fall. Endorsed applications are forwarded to the CTF National Selection Committee. **Up to 3 NBTA members may be sponsored in 2016.**

The National Selection Committee chooses applicants on the basis of advice from Member organizations and the expressed need of the overseas teacher organizations. Successful applicants are notified of their assignments in January.

# Save the date!

## Fierce Conversations®

NBTA is pleased to once again offer **Fierce Conversations®** as a professional learning opportunity for New Brunswick educators.

**What:** Fierce Conversations® teaches participants how to ignite productive dialogue that interrogates reality, provokes learning, resolves tough challenges and enriches relationships. It's the place to begin, the cornerstone of great leadership, healthy cultures, intelligent strategies and whole-hearted execution. Fierce Conversations® recognizes that what gets talked about in an organization and how it gets talked about determines what will happen. Or won't happen. (Fierce® Inc., 2009)

**Target Audience:** This session will be open to any NBTA member.

**Date:** October 2 & 3, 2015 (NBTF Building, Fredericton)

**Watch for complete registration details (beginning September 1) at [www.nbta.ca](http://www.nbta.ca)**

## Fierce Generations®

NBTA is pleased to offer a new professional learning opportunity for New Brunswick educators – **Fierce Generations®**.

**What:** Are differences a source of strength within your team or a point of contention and division? For the first time in history, organizations are comprised of four unmistakably different generations, each with their own approach to, view of, and desired outcomes for work. Fierce Generations® is multigenerational training that provides a framework for uniting people and realizing the rewards of an inclusive culture.

**Target Audience:** This session will be open to any New Brunswick educator who has received the certificate for completion of training for Fierce Conversations®.

**Date:** April 22, 2016 (6-9 pm)  
(NBTF Building Fredericton)

**Watch for complete registration details at [www.nbta.ca](http://www.nbta.ca)**

## Fierce Accountability®

NBTA is pleased to once again offer **Fierce Accountability®** as a professional learning opportunity for New Brunswick educators.

**What:** Fierce Accountability® is an instructor-led workshop that explores the cost of blaming, protecting, defending and playing it safe. Develop a new context about accountability – one in which you and your organization welcome responsibility and deliver agreed-upon results, despite obstacles.

**Target Audience:** This session will be open to any New Brunswick educator who has received the certificate for completion of training for Fierce Conversations®.

**Date:** April 23, 2016 (9 am – 1 pm)  
(NBTF Building, Fredericton)

**Watch for complete registration details at [www.nbta.ca](http://www.nbta.ca)**

## Interested in Fierce?

NBTA welcomes contacts from groups of teachers who may be interested in any of the Fierce Conversations® workshops. We would be happy to discuss different delivery models in order to partner with New Brunswick educators who have a strong interest in this training. Contact [kim.mckay@nbta.ca](mailto:kim.mckay@nbta.ca) or [ardith.shirley@nbta.ca](mailto:ardith.shirley@nbta.ca)

# Developing Successful Schools 2015

From July 6<sup>th</sup>-9<sup>th</sup>, an exceptional group of educational leaders from across Atlantic Canada converged on the campus of Mount Allison University in Sackville to learn together under the direction of John Clarke on the topic of Cognitive Coaching for Educational Leaders. From Participants:

*"This was a fantastic PL opportunity that I truly enjoyed. I look forward to attending DSS again in the future years. Thank you all."*

*"Excellent week of learning and networking! Highly recommend this to colleagues!"*

*"In 15 years I have attended many sessions, I honestly believe this will do more to benefit me professionally than any I have ever taken before. I highly recommend this training for all administrators."*



Developing Successful Schools is a conference that takes place annually on the Mount Allison Campus. DSS 2016 will take place July 4<sup>th</sup>-7<sup>th</sup> – mark your calendar and stay tuned for more details!



## CONTACT 2015 – Waves of Change - Oceans of Opportunity! Saint John, New Brunswick

On August 4<sup>th</sup>-7<sup>th</sup> educators from across Atlantic Canada joined together on the UNBSJ campus in Saint John, New Brunswick to take part in the Conference on New Techniques and Classroom Teaching or CONTACT. Over the course of the four days, participants explored the evolving requirements of the teaching profession and the challenges of today's classroom under the theme "Waves of Change – Oceans of Opportunity!"

As the host province, New Brunswick contributed to the program with 3 local educators – Ryan Hamilton opened the conference with his keynote "Riding the Wave – Enhancing Mental Toughness for Teachers". Jennifer Carhart and Rebecca Doyle of ASD-South provided an inspiring kick off to a day devoted to exploring how educators become community leaders when they leverage important human and physical resources that exist in our own communities, to help us teach in more meaningful ways, achieve curricular outcomes, and engage our students and families in the communities in which they live. Michael LeBlanc closed the conference with his session titled "Be your SELF! How to Glide Through the Choppy Seas of Teaching in Order to Live and Work from a Deep and Meaningful Place." Evaluations from participants on all three of these sessions were over the top!

Special thanks from NBTA to our local CONTACT organizing committee (Alyssa MacIsaac, Erik Millett, Karrie Harris, Krista Hovey and Kerry Underhill) who worked tirelessly to insure that the New Brunswick conference was such a success! As well, thanks to Johnson's Insurance for their sponsorship of this event.

CONTACT is an annual conference that is sponsored by the four Atlantic Provincial Teacher Organizations. Next year's conference will be hosted by the NSTU at St. FX in Antigonish on August 2<sup>nd</sup>-5<sup>th</sup>. Mark your Calendars!

# Exploring New Lands: Classroom Management 101 — A Workshop for Early Career Teachers —

**Friday, October 30, 2015 — 9:30 am - 3:00 pm**  
**NBTF Building, Fredericton**

## **Facilitator**

G rard Cormier, NSTU Staff Officer

## **Session Fees/Expenses**

There is no registration fee for this workshop and lunch/nutrition breaks will be provided. NBTA will cover release time for those teachers requiring a supply teacher. All other expenses (travel, accommodations, additional meals, etc.) are the responsibility of the participant.

**Target Audience:** Teachers in their first five years of teaching (including supply teachers)

**Maximum Participants:** 20

**Registration:** [www.nbta.ca](http://www.nbta.ca) (registration opens October 1, 2015 and closes October 26, 2015 - or when registration is full)

**For more information:** contact Denise Johnson (452-1828 / [denise.johnson@nbta.ca](mailto:denise.johnson@nbta.ca))

**Note:** This workshop is being funded by the NBTA provincial office therefore participants are not eligible for NBTA/DOE Educational Improvement Grants. You may, however, apply to your local Branch for PD funds (if they are available) to assist with expenses.

**Note:** You will receive a letter confirming your participation. The letter will provide details for applying for your supply teacher release time.

## Councils

### **Summer Music PD**

*By Marjorie Hewson, Bristol Elementary*

This July in Hammonds Plains, NS, four NB teachers took advantage of some excellent professional development and further training in music. This 2-week course led to certification in either Level I or Level II Orff training. This course is internationally recognized, endorsed by Orff Canada, and is the only one of its kind in Atlantic Canada.

The Orff approach to music education combines movement, singing, playing instruments, and improvisation. The combination of these elements is often referred to as 'elemental music' and is similar to a child's natural play. Rhythm is very important in Orff and many of the early student songs are based on simple poetry such as nursery rhymes and chants. Different percussive effects and instruments are then added to the natural rhythm of the poem or song. Students have many opportunities to play instruments and improvise as they learn and perform new music.

Our 2-week course included Orff Pedagogy, Recorder, Choral Studies, and Movement. In each class, teachers worked on improving their own practice as well as how to apply new pedagogy to their current music program. Students in an Orff program learn new concepts by doing, and so did we!

Besides having the opportunity to network and learn alongside other music specialists, other advantages of this course included gaining a deeper understanding of the pedagogy be-



**ASD-W teachers Carolyn Hatt and Marjorie Hewson completed Level I Orff certification in Halifax in July.**

hind the Orff approach. It is impossible to effectively teach a system without thoroughly understanding its elements. Children deserve the best possible music education from the most highly trained musicians possible!

This course and other PD music opportunities are made available through Orff Nova Scotia (there is no NB chapter). For more information, contact James Jackson at [jacksoj@nspes.ca](mailto:jacksoj@nspes.ca).

## Ed Leave: A Wonderful Year of Transition

*By Sarah Cogswell, Bristol Elementary*

If I had to sum up my life on Ed Leave, I would use the word, "Transition".

Anyone who knows me can attest to the fact that I despise change! I am happy cooking on Sunday and eating the same meals all week. I once tried to walk the dog on the same route but starting in the opposite direction. I had to stop because I instantly felt nauseous.

However, after fifteen plus years of teaching I decided to step outside my comfort zone and apply for an Ed Leave to complete my Cert. 6. When I found out that I was a successful applicant in January, I was excited but terrified. Luckily, I had six months to prepare to walk away from my classroom and role as teacher. It was terrifying but I am so glad I did.

I completed my courses online in intense six week sessions. The online course format took some getting used to, but I

enjoyed working and learning with a variety of students/teachers from around the globe. Online course scheduling is flexible which gave me some freedom to travel. I had the opportunity to visit two places from my bucket list: Hawaii and Banff. Both were beautiful!

With only a few weeks of Summer vacation left, I am now working towards transitioning back to the classroom. I am starting to review the appropriate curriculum and think about lesson planning. I am eager to use everything I learned about Autism and Gifted and Talented students.

From my recent experience as a student, I have a renewed commitment to making sure my expectations are clear. I will strive to be more flexible in providing student choice of learning and assignments.

I want to remember that change can be positive!

## Parenting PD

*by Ryan MacDougall, Campbellton Middle School*

Any educator will tell you that a substantial part of teaching is learning. We learn with our students, through PD opportunities and at home. After my energetic middle school students left to begin their summer vacation, my learning began at the hands of 2 of the most important people in my life – Brayden (4) and Tyler (2). After school ended, my wife went on a well-deserved trip to NYC. This meant I would be on deck as "the parent" for the week.

Now I should point out, I'm not clueless when it comes to parenting. Change'em, feed'em, bathe'em and put'em to bed with a little entertainment tucked in there. I get it. Was I nervous? Of course! I had never parented the boys singlehandedly for longer than my record: 1 day. How was I going to last 7 days?

The first morning, the boys got up extremely early. This wouldn't have been a problem if I hadn't stayed up until 3 AM watching reruns of Seinfeld. I won't lie; my wife usually does the early morning routine and I do the bedtime routine. However, doing both routines, lesson #1 was in full effect – when the kids go to bed, YOU go to bed.

As the day went on, I realized how easy it is to entertain a 2 and 4 year old compared to my middle school kids (lesson #2). Put on some TV, play a game of "superhero" and kick a soccer ball around outside. Just be prepared for the inevitable tears that will come from the frustrated 2 year old trying to chase his brother and hold your laughter when he takes his hat off, throws it on the ground and stomps on it. After a day like this, you have exhausted children; therefore it is naptime! Naptime is important...for EVERYONE (lesson #3).

Lesson #4: kids get "full" from supper quickly until they spot the box of Fruit Loops on the shelf. Suddenly, their appetites magically return. If you turn your back on the supper table, pork chops, potatoes and vegetables become Timbits and butter!

Later that week, some friends invited the kids and I for dinner. Imagine that! A great evening filled with food and laughter. Lesson #5: if alone with the children and invited out for dinner, or to leave the house for any reason at all, take it! It will provide your children (and you) with a much-needed change in scenery.

The highlight of the week had to be when I learned how wise my 4 year old is (lesson #6). I commented how it was my responsibility to make sure he and his brother were fed, clean and safe. He replied, "It is important for you to learn to be responsible, Daddy." Laughing, I told him he was wise beyond his years. "Yes, Daddy. My ears are always wide."

These adventures are all part of an eye-opening learning experience I count as a privilege. We all survived. I learned a ton about myself as a parent, gained a whole new respect for those who play the role of both mom and dad on a daily basis and learned a ton about my kids. In our fast-paced society, work, technology and other distractions can sometimes take away from family time. As a teacher, I felt that I sometimes knew more about my students than I did about my own children. The entire week was a rich PD adventure in parenting.

We were ecstatic when Erin arrived home on July 5<sup>th</sup>, and, needless to say, the next day I went golfing.



## Bringing Hogwarts to Riverview Middle School

by Armand Doucet, Riverview Middle School

Our Riverview Middle School literacy team came up with an idea to bring literacy to the forefront in a true cross-curricular, school-wide fashion. We were going to bring J.K. Rowling's Harry Potter series to life! A project of this magnitude was not going to be easy, how would we do it?

First, a small group of teachers put the framework together for Harry Potter Week. The framework to create J.K. Rowling's world included a competitive points system, Tri-Wizard Cup, study block of literacy and numeracy games, cross-curricular lessons plans based on the Harry Potter books, and a wizard's dance.

During the brainstorming for the framework, we wanted to think outside the box and give any idea a chance. Why? School culture has a tendency to suffocate school-wide projects of this size before they start because of numerous obstacles. So, before our presentation to staff, we asked the question 'What could be potential obstacles to making this happen?' Finances, planning time, unaddressed curriculum, religion... we took all these potential reactions and found solutions.

The staff meeting was a success. I want to open a little parenthesis here--our staff not only embraced the project but also made it happen. Harry Potter Week wouldn't have happened without everyone's energy, trust and incredible efforts.

As the facilitator, my job was to keep everybody on task and find solutions when issues arose. Scott Fenton partnered with local businesses to bring about his incredible vision of how to turn Riverview Middle School into Hogwarts, including



turning our cafeteria into the Hogwarts dining hall! Kate Manderson, Renée Landry, Jonathan Spirits, Sean Terry and Peggy Arsenault, with our district mentors, created the curricular lesson plans and activities, linking them closely with J.K. Rowling's world. Sub-committees were formed, including a 50-student decorating committee. Nancy, our principal, Robert and John, our vice-principals, and our admin assistants, Angela and Cindy, were completely supportive and helped create an incredible office scene.

Finally, in January, we had a walk-through of the week's agenda to ensure everybody was on the same page, addressed any glitches and calmed nerves. We put in long hours every night and basically stayed at the school that last weekend. We had over 100 volunteers help set-up. Trust me, we needed that type of army, Dumbledore's army, to make this happen. A small group can create it, but it takes the community to make it happen.

We had no idea how incredibly big Harry Potter Week was going to be, but we created a vision and culture, managed expectations and obstacles, and most importantly, parked our egos at the door to get the work done. Could this project have failed miserably? Yes, and probably should have. But with a small group of people driven by a vision that snowballs into the whole educational community believing in that vision, no obstacle stands a chance. What started as an idea to help the literacy team create excitement for learning, Harry Potter Week became an educational phenomenon with over 1.8 million views.





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## 2016 Canada's Outstanding Principals' Awards

*This national award profiles outstanding leaders in education. Award recipients and their schools receive national recognition. Winning principals are brought to Toronto to participate in a 5-day Executive Leadership program, attend an awards gala, and are profiled in a national newspaper.*

### Do you know an innovative leader in publicly funded education?



- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon



**Nomination deadline is November 2, 2015**

To learn more and to nominate outstanding principals in your community visit:

[thelearningpartnership.ca/COP-nomination](http://thelearningpartnership.ca/COP-nomination)

or contact: **Jon Powell**, Program Manager

Tel.: 416.440.5112

E-mail: [jpowell@thelearningpartnership.ca](mailto:jpowell@thelearningpartnership.ca)

[thelearningpartnership.ca](http://thelearningpartnership.ca)



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# Mind, Body, Spirit...

## 1990-2015 - 25 Years Strong



**Carmen Meehan**  
Coordinator, ASD-South  
1-800-563-3938  
634-2901

[carmen.meehan@teacherwellness.ca](mailto:carmen.meehan@teacherwellness.ca)



**Michael LeBlanc**  
ASD-West  
1-800-561-1727  
462-0208

[michael.leblanc@teacherwellness.ca](mailto:michael.leblanc@teacherwellness.ca)



**Lisa Calhoun**  
ASD-North and ASD-East  
1-888-763-5050  
855-5243

[lisa.calhoun@teacherwellness.ca](mailto:lisa.calhoun@teacherwellness.ca)

### Purpose

- To provide a confidential counselling/consulting service which is available without fee to NBTA members
- To provide health promotion programs which will assist teachers in increasing their level of wellness

### Services

- Provide counselling
- Organize group sessions upon request
- Respond to school crises to provide support for staff
- Conduct Critical Incident Stress Debriefings
- Refer teachers to other agencies when necessary
- Co-ordinate School-Based Wellness Programs
- Promote wellness through workshops

### When to Use These Services

- If you are having difficulty coping with stress
- If you are facing personal, financial, work, couple or family problems
- If you want to improve your communication skills
- If you are experiencing a need to make changes in your career
- If you need support concerning your job
- If you are interested in developing a personal plan to promote emotional, physical, occupational, and spiritual wellness

# 1990-2015 - 25 Years Strong

## Where it all began...

**The New Brunswick Teachers' Association**  
requires a  
**Co-Ordinator of Teacher Counselling Programs/Counsellor**

This position is available July 1, 1990. The appointment is for a three-year term and, depending upon program evaluation, the job could become a permanent staff position.

**Job Description**

- develop preventative/proactive/prescriptive programs to be used in group counselling sessions with teachers
- provide confidential counselling services to individual teachers
- co-ordinate/facilitate an effective liaison program between teachers in need and appropriate remedial agencies or qualified individuals
- other assigned duties (a list is available on request)

**Required Qualifications**

- Master of Education (Guidance and Counselling) - preferred
- Teaching experience in the public schools - preferred
- Experience in counselling adults
- Good interpersonal and communication skills
- Demonstrated organizational skills

**Salary and Benefits** — negotiable

**DEADLINE FOR APPLICATIONS:** March 23, 1990

Apply to: Jack MacKinnon  
Executive Director  
New Brunswick Teachers' Association  
P.O. Box 752  
Fredericton, N.B.  
E3B 5R6

*The Teachers' Counselling Program, sponsored by the New Brunswick Department of Education and the New Brunswick Teachers' Federation, requires a*

**— Teacher Counsellor —**

**This position is available on a permanent basis starting August 1, 2011.  
(Based in region to be serviced)**

**Job Description**

- provide counselling and consulting services for teachers and administrators in School Districts 02, 15, and 16, which will involve extensive travel;
- develop/present workshops on a variety of topics to various size groups;
- develop and implement preventative/active/prescriptive programs to be used in group counselling sessions with teachers;
- co-ordinate/facilitate an effective liaison program between teachers in need and appropriate remedial agencies or qualified individuals;
- report administratively to the provincial co-ordinator of teacher counselling programs;
- other assigned duties as determined by the co-ordinator.

**Required Qualifications**

- Master of Education (Guidance and Counselling)
- Teaching experience in the public schools
- Experience in counselling adults
- Excellent interpersonal and communication skills
- Demonstrated organizational skills

**References**  
Names and contact information for **three** references including email addresses.  
**(Must be provided)**

**Salary and Benefits**  
As per the Teachers' Counselling Agreement

**Deadline for Application**  
**By 4:00 pm on Friday, May 20, 2011.**

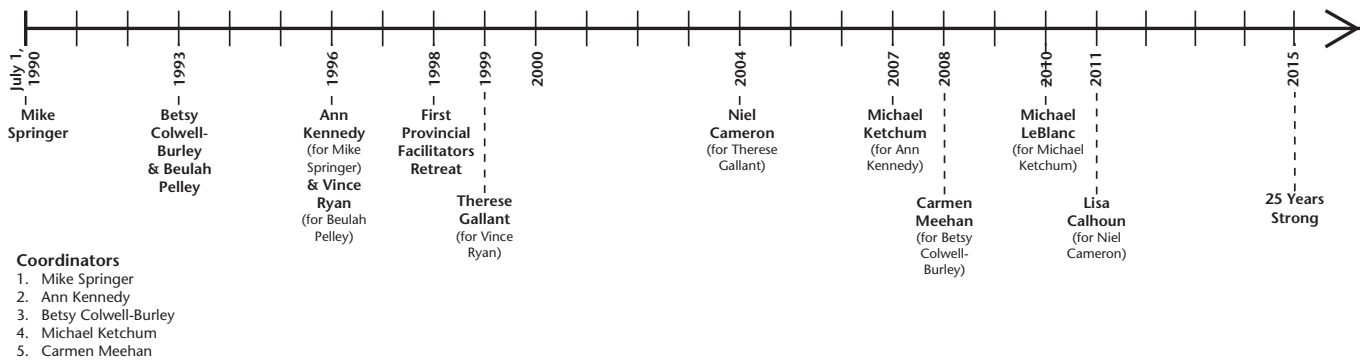
Apply to: Michael Ketchum, Teacher Counselling Committee  
P.O. Box 752, Fredericton, NB E3B 5R6

## 1990

## 2015



*“The goal of the Teacher Counsellors Program is to enhance the wellbeing of all teachers in New Brunswick.”*  
— Mike Springer  
NBTA News, June 4, 1993





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**Web:** www.nbta.ca

# 52<sup>nd</sup> Annual NBTA Bowling Tournament

Where: **Kingswood, Fredericton**

When: **October 16-18, 2015**

Cost: **\$50** per player required on registration

**New Teams Welcome!**



Registration:

Make cheque payable to "NBTA Bowling Tournament" and forward, with a list of your team members to:

**Gary Di Paolo**

**271 Slope Road**

**Minto, NB E4B 3G8**

**Email: [gdipaolo@nb.sympatico.ca](mailto:gdipaolo@nb.sympatico.ca)**

Host Motel:

**Fredericton Motor Inn**

**\$250 per team**



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# ATTENTION Teachers!

## Are YOU eligible for a RAISE?

**Are you an early career teacher with previous work experience that is related to teaching?**

### Apply to have previous Work Experience count!

If you are a new teacher who has previous work experience that is related to teaching, you may apply to the Office of Teacher Certification to have it considered for an increase on your salary grid. The form you need is available from the NBTA website [www.nbta.ca](http://www.nbta.ca). Click the Certification button and download the form called **Application for Work-Related Experience for Salary Purposes**. You should also contact your district office to ensure that all supply teaching experience has been credited.

**NOTE: The deadline is October 31 to have the increase back-dated to July 1!**

**Are you a teacher who has completed course work towards a certification upgrade?**

### Don't forget to apply for your certification increase!

The form you need is available from the NBTA website [www.nbta.ca](http://www.nbta.ca). Click the Certification button and look for the **Application for Upgrading Teacher Certification Level** at the bottom of the page with other forms.

Note: **The deadline is October 31 to have the increase back-dated to July 1!**

**Don't forget to include the evaluation fee \$70.00.**



## NBTA Golf Tournament

Saturday, September 26, 2015

"Shotgun" Start - 1:30 pm

Maқтаquac Golf Course, Maқтаquac



Open to all NBTA/NBTF members as well as retired members.

**Sign-in begins at 12 noon.**

Fee: \$60.00 (golf and meal)

Make cheques payable to:  
NBTA Golf Tournament and mail to:

Larry Jamieson  
650 Montgomery Street  
Fredericton, NB  
E3B 5R6

Telephone: (506) 452-1828  
Email: [larry.jamieson@nbta.ca](mailto:larry.jamieson@nbta.ca)

*NBTA Golf is a proud supporter of the  
Children's Wish Foundation*

### Entry Form

Registration and Payment Deadline:  
**September 19, 2015**

4 Person Scramble

Golf Carts: \$35

(only 50 carts, contact Claude LeBlanc at the Pro Shop to reserve)

[claud.leblanc@gnb.ca](mailto:claud.leblanc@gnb.ca) or (506) 363-4926

Four Names:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

Contact Person: \_\_\_\_\_

Telephone (Home/Cell): \_\_\_\_\_

(Work): \_\_\_\_\_

Email: \_\_\_\_\_

*(Confirmation will be sent by email)*



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