

NBTA News



September 8, 2005
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New Brunswick Teachers' Association

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**Next Final Copy Deadline
For NBTA News:
Friday, September 16**

The Power of
Learning



NBTA Leadership Workshop Held

Over 140 teachers from around the province, including over 40 early career teachers, participated in the NBTA Leadership Workshop in August, held at the NBTF Building, Fredericton. Each Branch was asked to send delegates involved in local leadership and to include several early career teachers to help them better understand the work of their professional association. Described as “one of the best PD opportunities” attended by participants, their evaluations capture the enthusiastic response to this Leadership Workshop.

“This was my first leadership conference and I’m very pleased with my experience. I’ve learned a great deal about the NBTA. I hope to participate in and contribute to the NBTA more wholeheartedly.”

“Once again, the sessions and the people have reinforced the belief that NBTA staff are here to help teachers. Not only is it their job — it is their passion. Many, many thanks.”

“I will be leaving today with the feeling that I am part of something far greater than I ever expected. I have been involved at the Branch level for three years as Secretary. It’s the best thing I have ever done professionally. I would encourage other teachers to join as soon as possible at the Branch level. I have been teaching for twelve years and I am so grateful for mentors who encouraged me to really become involved.”

“Good way to learn more about NBTA and to let you know how much you don’t know about it as early career teachers. Nice to get early teachers out so that we can take things back and hopefully become more involved.”

“The presentation on inclusion shows that the NBTA is dedicated to making classrooms better for teachers and students. Thanks for addressing a very imperative issue.”

“We are lucky to have quality people to lead us/guide us/be there to stimulate us. Everyone on NBTA staff should be commended for his/her knowledge, ability to get across information/answer questions/solve problems. We are lucky to have you all and your work/commitment/ professionalism are truly appreciated.”

“All sessions were very informative and made me, as a participant, want to become even more involved in the NBTA. Inspirational!”

“This was a great experience. It was extremely informative and a real eye-opener when it comes to all the things the NBTA does for its members. I look forward to continuing my involvement. Thank you.”

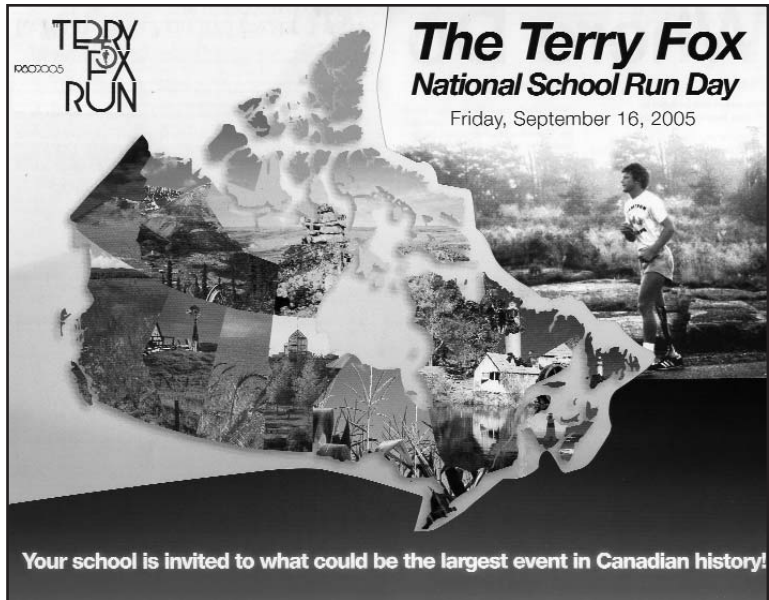
The Terry Fox National School Run Day

Friday, September 16, 2005

Millions of students ...
Hundreds of thousands of teachers...
Thousands of schools ...
The same day ...
The same dream ...

Join the celebration. Don't let your students miss out on taking part in what could be the largest event in Canadian history.

To register your Terry Fox fundraising event, complete the School Registration Form and fax it to 506-459-4572 or register online at: www.terryfoxrun.org



**CTV will be premiering
an original movie, *Terry*,
which will air Sunday, September 11.**



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

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



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

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

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Indu Varma

Indu Varma

Welcome to the beginning of a new school year! The summer has just raced by and here you are starting a fresh school year where you will once again make a difference in the lives of so many of our children!

As a teacher you have a profound impact on the development of your students. Just as a seed that is planted in soil has little chance of growing fully without adequate moisture, warmth and light, similarly, through your guidance and caring support you provide the nurturing to enable students to grow, develop, and rise to their potential. Recall that kind teacher or coach who made a significant difference in your life, and realize that your kind smile, a few gentle words of encouragement and care will go a long way in bringing out the best in your students. You have the power to be a positive source of inspiration!

The joy of teaching is in giving, caring, and sharing not only with your students, but also with your colleagues. Collaboration among colleagues is of immense benefit. This was one important theme, among many, that emerged at "Contact 2005", a summer conference of Atlantic teachers held in PEI this summer. It is more fun to share and work collaboratively with your colleagues. As you support others you feel supported because the challenges you face are shared and understood by your colleagues.

The New Brunswick Teachers' Association (NBTA) is your professional organization, which works collaboratively with you and others to support your teaching endeavors.

You Make a Difference!

"The gift of a great teacher is to create an awareness of greatness in others."

— *The Tao of Teaching*

NBTA is a teacher-driven organization. It is your organization and seeks direction from you constantly, both formally and informally. A structured event that takes place every two years is the Leadership Workshop. NBTA Branch Presidents, Branch Directors and other Branch leaders delegates are invited to attend. This year the event was held August 10th to 12th. We were delighted to welcome 139 delegates, the majority of whom were either early career teachers or first-time attendees. This is a considerable shift in demographics from previous years. It was invigorating to see the young, enthusiastic teachers bubbling with fresh ideas and ready to do positive things in their branches. While the delegates learned about various leadership roles, they also got a chance to network, socialize, and engage in a meaningful dialogue regarding future directions and priorities of the Association. This valuable exercise not only allowed us to set priorities provincially, but also allowed branch leaders to choose at least one area they wish to focus on at the branch level. I am hopeful that each NBTA Branch will implement one new idea or initiative this year. Look for these dynamic people in your branch this year.

As stated, one of the main goals of the Leadership Workshop is to seek input and direction from the delegates for future course of action. As the delegates deliberated over priorities ranging from concerns related to early career teachers, teacher demographics, discretionary days, and the lack of adequate resources, class composition clearly emerged as an area of concern.

Class composition has linkages with virtually all aspects of public education, including adequate funding, literacy programs, vocational programs, sufficient resources, suitable materials, and support services required to address the needs of our students. Currently, the public education system is under-funded and

is not meeting the needs of all of our students properly. Our students need a wide range of programs and services to be able to succeed and contribute to our society in productive ways.

The government is cognizant of the class composition-related challenges that teachers face on a regular basis. For this reason, Prof. Wayne MacKay (a Dalhousie University law professor and former president of Mount Allison University), has been hired by the government as an independent consultant to conduct a review of inclusionary practices in New Brunswick. Prof. MacKay is expected to provide a final report to the Department of Education, October 2005. In addition, the NBTA ad hoc Committee on Inclusionary Practices will present a final report to the October Board of Directors, so class composition will remain in the forefront.

In the Hon. Madeline Dubé, we have a Minister of Education who has expressed a genuine interest in improving the learning conditions of our students. At the Leadership Workshop, we welcomed the Assistant Deputy Minister of Education (ADM), Mr. Terry McInerney, to a presentation entitled "Leading for Change", which summarized the results of NBTA's survey on inclusionary practices. He not only heard this presentation prepared by the ad hoc Committee on Inclusionary Practices, but also answered questions and listened to concerns raised by the leadership delegates. We are hopeful that given this kind of dialogue we can help to bring about improved learning conditions for our students.

During the year I am looking forward to working with you, and for you. Your input is valued highly. Do maintain constant contact and share your ideas, successes and other happenings in your schools.

I wish you every success in this school year.

Our children are worth it!

DSS and CONTACT: Exceptional PD Opportunities

This summer saw opportunities for New Brunswick educators to join with their colleagues from Atlantic Canada for two outstanding professional development experiences.

Developing Successful Schools (DSS) took place at Mount Allison University in Sackville, July 3-7, 2005. Sixty-seven principals and vice-principals from the Atlantic region joined together to explore the issues around *Managing Conflict Within Strong School Cultures*. Facilitator Nancy Hinds, a staff officer with the British Columbia Teachers' Federation, shared her expertise and promoted the development of skills to enable administrators to respond to the myriad of conflict situations which permeate today's schools.

On August 14-17, 2005, over 140

classroom teachers (23 from New Brunswick) participated in the annual **Conference on New Techniques and Classroom Teaching (CONTACT)**. This year's theme, *Great Teaching: A Question of Balance*, created opportunities for classroom teachers to share, grow and learn in an atmosphere that promoted both professional learning and a spirit of fun. Sessions included:

- Teachers as Leaders
- Differentiated Instruction
- Authentic Assessment
- Co-operative Discipline
- Successful Intelligence.

For the first time, francophone sessions were also offered.

New Brunswick teacher, Julie Kilcollins, presented a well-received session related to the challenge of grading and reporting in a

meaningful manner.

With the demise of the Department of Education Summer Institute program, DSS and CONTACT have assumed an even more important role in the professional growth of New Brunswick teachers.

Teachers and administrators are encouraged to consider attendance at next year's programs. DSS will once again take place the first week of July 2006. Next year's theme will be *Leading Your School Toward More Authentic Assessment*.

CONTACT will take place in Corner Brook, Newfoundland the week of August 6, 2006.

Information on both of these programs will be available in the March 2006 *NBTA News*. Plan to attend one of these exceptional events.



DSS 2005: Nancy Hinds and Ann Kennedy



DSS 2005: Judith Lane, Moira Sherwood and Malcom Bowes



New Brunswick CONTACT delegates.



CONTACT 2005: Cheryl McKillop and Karen Kelly



Educational Leaves: 2006-2007

Deadline for applications:

November 4, 2005

**Application Forms:
Use Only Forms Marked
"For 2006-2007"**

General

In order to advise teacher applicants by January 13, 2006, the deadline date for applications has been established as November 4, 2005.

Special Information

- teachers are eligible for educational leave of less than one full year (although full-year leaves are still available). Please note that both short-term and full-year leaves are for the 2006-2007 school year only; leaves for January-June, 2006 cannot be considered.
- in keeping with the collective agreement, a teacher on 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 educational leave previously taken.
- the purpose of the leave is stated as follows: "Educational 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 your school district office.
- Teachers who have questions regarding educational leave should direct them to:

*Bob Fitzpatrick,
Executive Director,
NBTA, P.O. Box 752,
Fredericton, N.B. E3B 5R6*

- Interested teachers should apply to the Secretary, Educational Leave Committee, and forward one copy to the School Board Office and one copy to the School Principal. **No applications for educational leave will be accepted by the**

Committee if post-marked after November 4, 2005.

- Applicants shall be advised of the decisions of the Committee by January 13, 2006

Factors Affecting Selection

Although an educational leave must fall into one of three purposes — retraining, specialization or professional growth — the Committee receives comments and recommendations from Principals and Superintendents. These comments usually are 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:

1. distribution by district
2. male/female distribution
3. position distribution (teachers, department heads, subject coordinators, vice-principals and principals,
4. grade levels
5. past professional involvement
6. years of experience
7. number of times teacher has applied
8. benefit to the school/district of the proposed educational leave
9. certificate level of the teacher

Some priority will be given to members who have not previously been granted 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: Indu Varma;
Association des enseignantes et des enseignants francophones du Nouveau Brunswick: Louise Landry;
New Brunswick School Districts: two representatives;
New Brunswick Teachers' Federation: André Deschênes,
Bob Fitzpatrick - Secretary.*

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 Educational Leave Committee prior to applying.

Checking Your Pay

Melinda Cook, Director of Curriculum & Finance

Finally! Twenty-three months after bargaining began, teachers are finally seeing a difference in pay as the negotiated increases take effect. During the next few weeks you should check your "Notice of Deposit" because the amounts you receive will reflect the following changes:

- On September 2, teachers will be moved to the new pay scales. The pay scales have changed considerably. In the previous contract, for example, a Certificate V teacher at the top of the scale would receive \$57,529 per year – or a gross of \$2202.27 bi-weekly in a 26 pay year. As of September 1, 2005 the same teacher would receive \$60,770 per year or a gross of \$2,337.30 bi-weekly.
- On September 16, the retroactive

pay owed will be paid. This amount will vary from teacher to teacher. Calculating the "retro" pay is a very difficult task because of the hundreds of different

unique employment situations. These situations include teachers who have retired in 2004 or 2005, people who have been on deferred leave, teachers who have been on educational

leaves, teachers who have been employed part-time or who have obtained a contract during the school year, teachers who have taken pre-retirement leaves – the

list is virtually endless. Although it has been frustrating waiting for the retroactive pay, individuals in payroll at the District and Department level have needed every minute of the three months to complete these calculations.

The September 16 "Notice of Deposit" will provide a breakdown of the amount of retroactive pay and regular pay, and that "Notice of Deposit" should be examined. However, the amount received will vary from person to person.

Even those individuals who have had exactly the same certificate levels and the same employment situations during the past two years may receive different

amounts because they have different deduction codes for income taxes. If you compare your "retro" pay with colleagues, do not be surprised to learn that the amounts do not match.

- On September 30, a third pay period occurs in the month. Recall that typically two months per year have a third pay period. This third pay is different from the other two monthly pays because many deductions are not taken from the gross – including dues.

You should note that the amount deducted for dues this year is different, as well. Regular member dues have not changed for the current year. They remain at \$27.45 for 20 pay periods. (The first two pays in each of the ten months during the school year.) However, an additional \$1.90 is being deducted from each of those pays to recoup the extra costs incurred last spring when money was borrowed by the Federation for negotiation purposes. The total dues amount being deducted is \$29.35 over 20 pays.

- Finally! On October 14, teachers should begin receiving 'regular' pay. The amount received should remain stable until March 3, when another pay increase is due.

During the next few weeks you should check your "Notice of Deposit"...

Karen: Teaching in the U.S.A.

Home Country: Canada

U.S.A. Placement: Georgia

Professional Goal: Start an international pen-pal program

Personal Goal: Learn how to surf

How She Got Started: www.vifprogram.com



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



Paid Advertisement

2005-2006 NBTA PRE-RETIREMENT SEMINARS

REGISTRATION FORM

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

DATE OF SEMINAR _____

- _____ October 22 - Dalhousie, Dalhousie High School
- _____ November 5 - Moncton, Riverview Middle School
- _____ November 23 - Bristol, Carleton North Senior High
- _____ December 3 - Saint John, Simonds High
- _____ January 7 - Fredericton, NBTF Building
- _____ January 21 - Miramichi, Dr. Losier Middle School
- _____ February 4 - Sussex, Sussex High School

DEADLINE FOR REGISTRATION _____

- October 14
- October 28
- November 15
- November 25
- December 16
- January 13
- January 27

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

Mailing Address: _____ Dist. _____

_____ Name of Spouse (if attending) _____
(If spouse is a teacher, please fill out a separate form)

No. of pension years you will have accumulated to June 2005 _____ Certificate Level: _____

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

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

I am enclosing a cheque in the amount of \$5.00 / \$10.00 (please circle one) to cover the cost of registration; nutrition break, and materials to be supplied. Please make cheque payable to **New Brunswick Teachers' Association**.

I hereby authorize the NBTA to obtain information from the Public Service Employee Benefits Division pertaining specifically to my pensionable service records. This information will be utilized to prepare my individual pension estimates for retirement purpose only.

YES NO

Signature: _____

SEMINAR GUIDELINES

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

1. All participants must pre-register.
2. A registration fee of \$5.00 for each participant must accompany the application; however, cheques will not be cashed until after the workshop.
3. Travel and accommodation costs are the responsibility of the participant.
4. A nutrition break will be provided.
5. Questions relating to these seminars should be directed to: **Larry Jamieson**
Director of Teacher Welfare Services
New Brunswick Teachers' Association
P.O. Box 752
Fredericton, N.B. E3B 5R6 (Tel. 452-1722)
6. Any interested teachers are eligible to attend.
7. All workshops begin with registration at 8:30 am and sessions at 9:00 am until 1:00 pm. *(Except Bristol, where registration will begin at 5:00pm -- Seminar at 5:30pm)*
8. Detach and return the registration form as soon as possible.

PROGRAM _____

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



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



Volunteer Overseas with CTF!

Would you like to assist teachers in a developing country? Are you interested in learning more about global education issues? Can you see yourself volunteering in Africa, Asia, or the Caribbean?

If yes, Project Overseas (PO) might be for you!

Each year about 50 Canadian teachers are chosen to volunteer on CTF's Project Overseas. On PO, Canadian teachers give their time and talent to offer professional development in-service programs in partnership with teacher organizations in developing countries. Based on requests from CTF's partners overseas, teams of Canadian teachers are formed in January and in-service projects take place in July and August.

CTF needs English and French-

speaking Canadian teachers at the primary, elementary, and secondary levels who are interested in volunteering to offer in-services in a wide range of subjects in countries throughout Africa, Asia, and the Caribbean.

Application criteria include:

- membership in a provincial or territorial teacher organization which sponsors PO and is a member of CTF,
- an appropriate teacher's certificate,
- at least five years teaching experience in Canada,
- Canadian citizenship
- excellent health

PO is a volunteer experience. Administrative, travel, and living expenses are borne by CTF,

provincial and territorial teachers' organizations (which are CTF members), CIDA, and the Wild Rose Foundation. No salaries or honoraria are paid to participants in PO and the sponsors do not cover costs associated with substitute teachers or release time.

To apply:

Application forms and further information are available from the office of:

Mr. Bob Fitzpatrick
Executive Director, NBTA
P.O. Box 752
Fredericton, N.B. E3B 5R6
(506) 452-1721

Applications

Deadline date for applications:
November 7, 2005

March Break - Irish Spree



→ **\$2375 CAD** ←

Dates: March 4 to 12 (8 Days)

Departs: Fredericton, Moncton or Saint John

Tour includes: Transportation to Boston, air, luxury motor coach, Irish Tour Director, accommodations, all breakfasts, 3 dinners, entrance fees, taxes, sightseeing, and much more...

Itinerary: Dublin, Waterford, Ring of Kerry, Killarney, Galway and more.....

Sponsored by Freedom Tours and Travel of Saint John
Call Ron Jessome 506-472-0441
1-800-561-2324

Johnson Scholarships and Academic Grants

Applications for Johnson Scholarships and Academic Grants are now available for the 2005/2006 academic year.

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

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

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

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

Completed application forms must be submitted by **September 15**.

Forms are available by:

Calling Toll-free 1-877-328-7878

E-Mail: scholarshipsandgrants@johnson.ca

or

On-line: www.johnson.ca



Johnson Inc. is also pleased to announce that the following NBTF members' dependants enrolled in their first year of post-secondary studies are recipients of the Johnson \$1000 Scholarship for the 2004-2005 school year: Julie LeBouthillier, Erin Bohan, Morgan Faulkner, Natalie Graves, Kathryn Robinson, and Erin Schwenger.

The program also provides Academic Grants to members furthering their education. The following NBTF members — Jean-Rene Cormier, E. Grant Williams, and Rosalie McLaughlin, each received \$1000.

NBTA Professional Courses Available – Fall –

Below is a partial list of NBTA Professional Courses which will be available in the coming months.

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

COURSES AVAILABLE

STAR05FSWCM — Successful Teaching for Acceptance of Responsibility

Gain new techniques to eliminate irresponsible student behaviour. Learn how to empower students (and family) to achieve personal responsibility in a classroom that models self-responsible behaviour and excellent classroom management.

Dates: Start - Wed. Sept. 14 (6-9 pm), continues every other Wednesday (8 sessions), plus two Saturdays to be determined.

Location: District 16 Board Office
Miramichi

Instructor: Shelley Ward-Cain

TLC05FCAB — Teaching Through Learning Channels

Explore learning style preferences and develop brain compatible strategies to address them through multisensory teaching. Make your teaching more attuned to your learners' needs.

Dates: Start - Mon. Sept. 26 (6:30-9:30) for 8 Mondays, plus two Saturday mornings to be determined.

Location: Superior Middle School,
Bathurst

Instructor: Chris Aube

DM05FPSM – Designing Motivation for All Learners

Design learning experiences and develop effective leadership strategies that promote motivation for all learners.

Dates: Thursdays, Sept. 15-Nov. 24 (6-9), plus 2 Saturdays, Sept. 17 & Oct. 22

Location: Moncton High School

Instructor: Pam Sheridan

NBTA Sponsored Professional Course Registration Form

Name: _____ Current Certificate Level: _____

Home Address: _____

School: _____

Phone Number(s): Home: _____ School: _____ Fax: _____

E-mail: _____ Do you check e-mail daily? _____

Course details:

Course Title: _____

Course Number: _____ Location: _____ Course Instructor: _____

Will you be taking this course for:
Certification Credit _____ **or** Professional Development _____

Do you require any special considerations (access, visual/auditory support etc.)?

Please mail registration form with \$375 payment to:
Nancy Roach, Director of Professional Development, NBTA
PO Box 752, Fredericton, NB E3B 5R6

REMEMBER THESE DATES



Deadline Dates

Conference Grants — Five weeks prior to opening day

Certification Changes — October 31, 2005; March 31, 2006

Project Overseas — November 7, 2005

Branch Nominations for NBTA Vice-President — February 1, 2006

Educational Leave — November 4, 2005

Deferred Salary Leave Plan Application — January 31, 2006

Election Dates

- (a) Ballots mailed to Branch Presidents - On or before April 15, 2006
- (b) Voting to take place - April 24-28, 2006 inclusive
- (c) Ballots returned to Central Office by 5:00 pm - May 5, 2006
- (d) Counting of Ballots - May 10, 2006
- (e) Candidates notified - May 10, 2006

NBTA/Beaverbrook/Hagerman Interest-free Loans — March 31, 2006

Centennial Award Nominations — April 1, 2006

Aliant Award Nominations — April 1, 2006

Branch Resolutions for A.G.M. — April 1, 2006

A.G.M. Registration of Delegates — April 1, 2006

Employment Insurance Rebate Report — June 1, 2006

Registration of Branches — June 1, 2006

Report of Branch Meetings — June 1, 2006

Names of Branch Committee Chairpersons — June 1, 2006

NBTA Council Annual Reports — June 15, 2006

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

OTHER IMPORTANT DATES

NBTA AGM — May 26-27, 2006

NBTA Credit Union A.G.M. — November 17, 2005

Retiring Teachers' Luncheon — May 27, 2006



Exit Realty Advantage
(506) 455-3948

In the greater Fredericton and Oromocto areas, get two full-time realtors working for you.

Ron Buck - 260-3461 (cell)
Claire Buck - 260-6273 (cell)

• Are you ready to buy your first home?

• Do you need a larger home?

• Are you empty-nesters planning to downsize?

Call Us Today!



This certificate entitles the bearer to one complimentary market evaluation of your home. Your home could be worth more than you think!

"We provide this service without any obligation or expectation."

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Faithful Educators

— A Conference for Teachers —

When:

Saturday, October 1 — 8:45 a.m. – 3 p.m.

Cost: \$45 Pre-Registration: \$10

Deadline for Registration:

September 21, 2005

Location: Atlantic Baptist University,
Moncton, NB

Guest Facilitator: Dr. Carla Nelson,
B.A, B.Ed. M.Div, M.Ed., Ph.D

Plenary Sessions:

- Teaching as a vocation
- Taking faith to school

Workshops:

- Developing a Book Club: Stories of the Courageous Teacher
- Developing Bible studies: What scripture says about teaching
- Developing Networks: Connecting with other Christians

To register:

Contact **Lynda MacGibbon** at
lmacgibbon@ivcf.ca or call 506-387-8893

Sponsored by Inter-Varsity Christian Fellowship and Atlantic Baptist University

Paid Advertisement

2nd Annual Atlantic CAP Leadership Symposium

Leading, Learning and Laughing: An Administrator's Challenge

▶ **When:** Thursday, October 13th (6 pm - 9 pm) & Friday, October 14th (9 am - 3 pm), 2005

▶ **Where:** Delta Beauséjour Hotel
Moncton, NB

The Atlantic CAP Leadership Symposium offers Atlantic Canadian school administrators an opportunity to network, share, learn and laugh as we strive to strengthen our leadership skills.

▶ **Program Highlights:**

• **Welcome Banquet and Dinner Speaker:**

- *"You Want Me to Lead, Learn AND Laugh?"*
– **Derek O'Brien** (Vice Principal - St. Stephen Elementary School, NB)

• **Social Evening and Jam Session (Bring an instrument)**

• **Divided Sessions:**

- *"This Job Should Be Fun! Ideas for Motivating and Energizing Staff"*
– **Carolyn Norman** (Principal, Magnetic Hill School, NB)
- *"A School in Transition: How to Keep the Leaders in Your School Learning and Laughing"*
– **Don McCormack** (Principal, Tantramar High School, NB)
- *"How PR Can Help Build School Community Relations"*
– **Nancy MacIntosh** (Principal, Tracadie Cross School, PEI)
- *"Can You Have Fun and Still Be A Principal?... and other Leadership Questions"*
– **Bev Park** (PD Staff Officer, NLTA)

• **Closing Plenary:**

- *"Leading for Learning"* – **Steven VanZoost** (Mount St. Vincent's University, NS)



▶ **Registration Cost: \$125**

Registration includes welcome banquet on Thursday and lunch on Friday.
Rooms have been blocked at the Delta Beausejour, Moncton. Book early for conference rate.



2nd Annual Atlantic CAP Leadership Symposium Registration Form 2005

(Please Print)

Name: _____ **Position:** _____

School: _____

Address: _____

Phone Number: _____ **Email:** _____

Please register on-line (Credit Card Only) at www.nbta.ca.
or send cheque payable to: NBTA
c/o Nancy Roach, PO Box 752, Fredericton, NB E3B 5R6

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NBPES/District #18/NBTA Councils/NBTA Credit Union presents:

“REMEMBER WHEN”

K-8 Physical Education and Health Conference

November 9 & 10, 2005 – Fredericton High School

Wednesday, November 9

6:30 pm — Registration (FHS Cafeteria)

7:00 pm — Welcome & Opening Remarks
NBPES Award Presentations

7:45 pm — Trade Show and Social

Thursday, November 10

8:00 am — Registration (FHS)

9:00 - 10:15 am — Keynote Presentation (Morrison Theatre - FHS)

Dianne Norman – former Canadian Olympic Basketball Team Member

10:15 - 10:30 am — Nutrition Break

10:30 - 12:00 — Session #1

Trade Show - Side Gym (FHS)

GAMES – **Pat Doyle** (CIRA Ontario) – Main Gym

GYMNASTICS – **Keith Comitz** (Dist. #17) – Side Gym

DANCE – District #18 Mentors – FHS Dance Studio

K-5 Physical Education Curriculum – **Robin Buchanan** (Dist. #17)- C026

6-8 Physical Education Curriculum – **Garth Wade** (Dist. #18) – C028

K-5 Health Curriculum - **Marg Milburn** (Public Health Nurse- Dist. #18) - C162

6-8 Health Curriculum – **Heather Palmer** – District #18 – Conf. Room A – Dist. Office

12:00 - 1:15 pm — LUNCH (on your own)

1:15 - 2:30 pm — Session #2

(Repeat of Morning Sessions)



Registration Form

NBPES/District #18/NBTA Councils/NBTA Credit Union

“Remember When” K-8 Physical Education and Health Conference

November 9 & 10, 2005 — Fredericton High School

Name: _____

Address: _____

_____ Postal Code: _____

Telephone: _____ Email _____

School/Organization: _____

Conference Registration:

\$50 (teachers/professionals) *includes CAHPERD Professional Membership

\$5 (university students) *includes Student CAHPERD Membership

Please send completed registration to:

Norman Russell, 24 Forest Acres Court, Fredericton, N.B. E3B 4L2

(make cheques payable to: “Remember When Conference”

Inquiries: Diane Hoyt dianehoyt@rogers.com (451-9680)

Garth Wade garth.wade@nbed.nb.ca (444-4403)



Desperately Seeking Success

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

One of the great joys of the teaching profession is the recurring newness that accompanies the role. Each September we return to our classrooms and schools, refreshed, renewed and recommitted to 'have a good year'. The new plan book is crisp and unwrinkled, the classroom is freshly scrubbed (and maybe, if you are lucky, painted!), the new outfit is selected (well, I always had one for the first day), and the class list usually reveals a new set of learners...ready to meet the challenges of the new grade.

The same sentiments echo in staff rooms and hallways in schools throughout the province. I am delighted to hear so many teachers talk about being 'ready', even 'excited' for the new year to begin. For the most part, we love our work and we have chosen it, not because of the salary, the holidays or the professional respect, but because we like kids and want to help them grow and learn.

Students, too, share this September optimism. Even the most cynical will think about the all important first-day clothes (never underestimate the importance of image), rub their hands over the clean notebooks, and set off for school with both trepidation and resolve. *This year will be different...better...this year I am going to do really 'good' in school* (maybe the grammar lessons will kick in!)

The question I want to pose as we all begin this journey is how will we, at the end of this new year, determine if we have been successful? What does success look like? How will we know when we are 'there'?

For teachers, we may determine the success of our year in very subjective ways...its feels good, we had few or no parental complaints, the kids were good and everyone

'passed', the assessment scores showed an upward trend....there may be many different ways in which teachers sum up their year and gauge their success. It is often a very personal summation, based on a set of internal values and priorities.

For students, however, success is often more difficult to describe. It is much easier to describe failure and so many students not only experience it, but internalize it in a way that defines who they are. T.D. Knestrict, assistant professor of Education at Xavier University in Cincinnati, describes the pain of

"For students, however, success is often more difficult to describe."

being 'different', a student who, despite efforts, could not find success in the mysterious world of school. In **"Memories From the 'Other': Lessons in Connecting With Students"** (*Phi Delta Kappan*, June 2005), the author recounts the progression from his first optimistic days at school to the depths of despair into which he eventually sank once he learned the 'lessons' of school—that he was different, stupid and not worthy. (This is a very powerful article, a testament to both the negative and positive power teachers...let me send you a copy!)

In this context, however, I am not focused on Knestrict's passionate plea for teachers to develop caring relationships with students. Rather, I come back to the idea of determining success. How clearly do we articulate to our students what they need to do in our classrooms to be 'successful'?

There are several ways to respond to this question...you will have to decide how you would answer it and

you may need to ask more questions first. Begin by asking yourself if you always have a very clear picture of what you expect, whether that be related to behaviour or achievement. I can recall, for example, (not with pride), beginning to mark a huge stack of assignments for my grade 9 Language Arts class. I started by methodically going through the pile and 'sorting' into best, middle and lowest piles. I then began examining each pile and determining the degrees of quality within each pile, then assigning a grade that seemed (at the time)

relevant. When I look back on this not very stellar example of determining who was 'successful', I realize that I didn't begin with a clear picture of what an exemplary product would be, and I certainly hadn't conveyed that to my students. Rather, it became an exercise in comparing students' work, one with another, and obviously resulted in a set of winners and losers.

Assessment guru, Rick Stiggins, says that all students can hit 'the target' but not if the target is moving or hidden. If we do not begin with a clear description of what the student is expected to know and do, and then convey that in language and terms that the student can understand, how can we expect our students to know what success looks like?

Dr. Ruth Sutton, speaking at the Assessment Training Institute's Summer conference, explained that teachers must follow the following steps:

1. Start with a clear task (this is the 'what' of achievement).
2. Clarify the purpose of the learning (kids need to know why).
3. State, share and show (model, demonstrate, show examples of high quality).
4. Break the task down into criteria (the steps, parts required to be successful).

- Coach students into using the criteria to critique their own work (long before you use any form of evaluation).

In fact, if I were to add one word to every teacher's vocabulary for this new school year, it would be 'criteria'...even in kindergarten! You can clearly establish the 'criteria' for lining up to go to recess, the 'criteria' for a successful story, the 'criteria' for a group presentation. Once this criteria is understood, (i.e., students know exactly what is expected to succeed), they can become more involved in meeting success. They can evaluate their work and the work of their classmates, against the criteria, as they work to improve it.

Teachers also need to be giving feedback throughout the learning process...not just at the end of an assignment (like my poor grade 9 class!). So often we only indicate what is wrong...a process that soon wears down the struggling learner. Or we give vague feedback to 'good' students..."well done" doesn't really tell anyone much about what the student is doing well or needs to work on.

Sutton suggests that you do periodic assessments using two coloured highlighters...green to highlight what portions of the assignment meet the criteria, and pink to point out things that are not up to standard (yet!). This allows the sort of feedback that encourages students to work toward improvement...and gives them hope that they can 'hit the target'.

I know of one teacher who uses rubrics effectively to help establish criteria for success. Her final rubric column doesn't indicate poor or unsatisfactory work, but rather it is labelled *incomplete*. She tells all of her students that everyone will be successful; that if the work hasn't met the standard for success, it is incomplete...not a failure, not worthless...just not 'there' yet.

So, am I crazy to begin a September column by talking about how we will determine if our year is a success? I think not. If we do not

begin with the end in mind, if we do not have a clear idea of what we expect, both for ourselves and our students, how will we be able to determine if we have been successful? Perhaps establishing clear criteria can be one of your professional goals... it may just be helpful to both you and your kids.

Middle School Math

Two short articles from the April 2005 issue of *Middle Ground* offer some specific and practical ideas for middle school math teachers. "Add Pizzazz to your Middle School Math Class" gives directions for activities to reinforce concepts, while "Reading Middle Grades Math" highlights the challenge of teaching students to 'read' the language of mathematics.

Relationships (again)

I am always drawn to articles that promote the importance of establishing positive relationships with our students. My own (long) classroom experience convinced me that without this, it really doesn't matter how much we know about our subject. Rick Wormeli agrees and gives concrete suggestions to help in "It's the Relationship That Matters" (*Middle Ground*, April 2005).

Grading and Reporting

I had the good fortune to spend a day with Ken O'Connor, a Canadian educational consultant who is considered one of the leading experts in the area of grading and reporting as a sort of subset of the whole assessment piece. I highly recommend his book, *How to Grade for Learning* (*Corwin Press*) for great examples, stories, summaries of research and a wealth of material that should fuel a great deal of discussion in staff meetings! Many of our grading practices have not changed for decades....and sometimes we may find it interesting to re-examine some of these practices and ask, "why do we do it this way?"

Phys Ed

Once again Phys Ed teachers are

preparing for the fall **Remember When** workshop. I encourage teachers to make an effort to get to this well-organized, skill-based professional conference.

I share, too, a great little article of interest to both Elementary and Middle School Phys Ed teachers called **Unlikely Partners - Brain and Brawn Come Together in Phys Ed Class**. (*ATA Magazine*, Summer 2005).

Administrators' PD

I hope to see many administrators at the **CAP Leadership Symposium** which is being hosted by the NBTA In School Administrators' Committee in Moncton, October 13-14. There are still registration spots...see the ad on page 11 or go to our website, www.nbta.ca, to register.

Teacher Exchange

We are pleased to welcome exchange teacher Eileen Ingram to Harbour View High School. Elaine comes from Edinburgh, Scotland (where NB teacher Cheyenne Montgomery will be living and teaching) and will be with us for the year.

The NB Exchange Teacher Organization is hosting a social afternoon in conjunction with the Sussex Balloon festival, where we hope to welcome our new exchangee and catch up with Lyn Burge and Faye North, both Australian exchangees who have been in NB since January. Anyone interested in learning more about exchanges is welcome to join the group on Saturday, September 10. Email me at roachn@nbnet.nb.ca for details.

Closing Quote

The successful learner knows what she can do, knows what she can't do yet, knows what to do next and knows what to do when she doesn't know what to do."

—Dr. Ruth Sutton
ATI Summer Conference 2005



It's That Time Again!

Welcome to the tenth year of the NBTA Elementary Council! I hope you enjoyed your summer and enter the classroom rested and rejuvenated. This year is certainly going to be a busy one if September is any indication. A special welcome to those entering "their own" classrooms for the first time and to the many student interns who are so anxious to hone their skills in anticipation of a career in the classroom that brings so much joy into our lives.

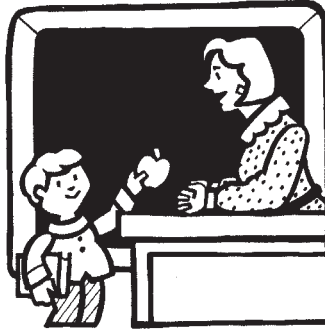
This is my second (and last) year as NBTA Elementary Council President. Last year was certainly a learning experience as many events were scheduled, rescheduled, and finally postponed due to the state of our now settled contract negotiations. My most memorable moments, however, come from last year's Combined Council Workshop, "Learning Today – Teaching Tomorrow", held in November 2004, and I am already looking forward to the next combined Council Day, tentatively scheduled for November 2008. But before that becomes our focus again, there are events from 2004 that must be finished up and Council Day 2006 to plan. I also anticipate that there will be curriculum institutes that may interest you, so stay tuned to the *News* or our website for more information.

Due to the work sanctions imposed last spring, our Annual General Meeting had to be postponed — it will be held on Friday, September 30, 2005 at the NBTF Building, Fredericton, beginning at 3:30 pm. We hope as many people as possible will attend as it is essential that Council conduct such a meeting and it is overdue.

There are changes to our Constitution that must be addressed, an election of officers to be held

(two vacancies for "member-at-large"), a curriculum committee to be struck, and a report from our treasurer to be presented. We hope you will enjoy our refreshments and good luck at winning a door prize. Hopefully, in the next *News* I'll be able to update you on executive, committees, contact info, and plans for Council Day 2006.

Also postponed from the spring are the math institutes with Maggie Martin Connell. They will be held on September 29 in Miramichi and on September 30 in Fredericton.



Please see the information and registration form on the following page. Remember, registration is free and lunch is provided, but you must provide your own transportation and secure your own release time. (Your local professional development committee may be able to assist you in these areas, so check out these resources).

Many of our members take advantage of the funds the Council provides in Educational Improvement Grants (form available in the Elementary Council Members' Handbook or on the website). This year, we will be asking grant recipients to provide a short write-up for the *News* and the website so our membership can keep abreast of what is keeping our teachers in touch with the current trends in education. The budget for these grants is \$20,000 — half from July to December and the second half from

January to June.

This year, we will be trying to put more effort into expanding our website. Lisa Kerr will coordinate this effort, but she needs your contributions in order for this endeavour to be successful. So take pictures, collect student work, journal your experiences, then pass them along to Lisa (kerrlisa@nbed.nb.ca). Nothing motivates others better than reading about someone's success. We are counting on you to share your experiences.

I now feel like I've droned on forever without giving you anything to think about that could expand your professional growth. Well, I do have something to share. While reorganizing my bookshelf, I rediscovered a resource that I have found very useful in the past and could be very useful at this time of year. It is written by the Johnsons — you know — the two brothers, who along with their sister, are known for their co-operative learning model, but this one is by David and Roger (*Teaching Students to be Peacemakers*) and stresses the importance of using conflicts that arise in the classroom to develop skills for co-operation, conflict resolution and peacekeeping. If you haven't explored the Johnsons' works, perhaps you'll start here. Your students will thank you and you'll be rather pleased with your efforts.

Since the end of summer, coming of autumn is my favourite time of the year. I'll be sure to take some time to enjoy not only the joys of the classroom, but also the scents and colour displays that we wait so long to enjoy and so quickly disappear with a few days of a "good breeze". Hope you can find some time to enjoy this part of the year, too!

Rona Howald, President
NBTA Elementary Council
(rona.howald@nbed.nb.ca)

“What You Say Makes All the Difference!”

— A Hands-On Math Workshop for Elementary Teachers —

When & Where: Thursday, September 29, 2005 — Rodd Motor Inn, Miramichi, N.B.

Friday, September 30, 2005 — NBTF Building, Fredericton, N.B.

Time: 9:00 am - 3:00 pm

Facilitator: **Maggie Martin Connell**,
Author of “I Get It” Math series

Participants: 25 Elementary Council Members Per Session



Participants in this lively hands-on session will be amazed at how easy it is to bring meaning to concepts just by simplifying the language we use to talk about them.

Nutrition breaks and lunch will be on site, compliments of NBTA Elementary Council. You will arrange release time with your school and/or district. Rooms are available at the government rate in both places should you wish to arrive the night before

Registration Deadline: September 15, 2005

Please fax registration to: Rona Howald, 847-6252

“What You Say Makes All the Difference!” Math Workshop

Name: _____ Teaching Assignment: _____

School: _____ District: _____

Preferred date and Location: Thursday, September 29, 2005 — Rodd Motor Inn, Miramichi, N.B. ____

Friday, September 30, 2005 — NBTF Building, Fredericton, N.B. ____

Either location is fine _____

Home Address: _____ Postal Code: _____

Telephone#: Home: _____ School: _____ E-mail: _____

Elementary Council Member: Yes _____ No _____

Participants will receive confirmation that registration has been received. Spots will be filled on a first-come, first-served basis.

Please make plans to attend the

**NBTA
Elementary Council
9th AGM!**



When: Friday, September 30 at 3:30pm

Where: NBTF Building,
Montgomery St., Fredericton

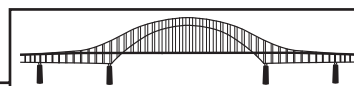


Refreshments will be served.

Door prizes will be awarded!



Middle Level Council News



Welcome Back!

Hello Fellow Colleagues,

Welcome back to the 2005-2006 school year. We are hopeful that this year will be another productive fun-filled year for Middle Level Council teachers. Our spring council day is scheduled for May 5, 2006 in Bathurst. Kathy Grebenc and her committee are busy making plans for that big event which will be held at Bathurst High School. It is with great pleasure that the northern part of the province (District 15) hosts this important annual event. It is Middle Level tradition to move around to different parts of the province and we hope you will join us in Bathurst on the evening of May 4 and during the day of May 5, 2006.

You may have questions as to what Middle Level Council can offer you as a middle level teacher, and so I will try to give you an overall of some of these things. One of the main focuses each year is to put on a decent council day but we also provide money for teachers to attend conferences they may be interested in, as well as provide money for teachers who may want to put on a conference in their area of expertise for fellow colleagues. This past June some teachers put on a wonderful language arts institute in Fredericton where close to a hundred teachers attended. This conference was very well-received

and a big *thank you* goes out to those teachers who worked so hard to put this on during such stressful times.

As a follow-up to the survey which middle level teachers filled out at our last council day in Moncton, we found that teachers were interested especially in attending institutes dealing with special needs students. As a result of this, there will be two such institutes held in the province on the topic of "exceptional students". One of these



institutes will be held in Woodstock and the other in Moncton. These will be put on during the month of October, 2005. If there are other topics you would like to see addressed through an institute or if you would be interested in hosting an institute, please e-mail me as soon as possible.

The Middle Level Council Executive meet several times a year. This year's tentative meeting dates are as follows:

- September 30/05 - Council Coordinating meeting (executive members only)
- October 1/05 - full Middle Level Council Committee
- November 18/05 -full Middle Level Council Committee
- January 13 & 14/06 - full Middle Level Council Committee
- March 24 & 25/06 - full Middle Level Council Committee
- May 4, 5 & 6/06 -full Middle Level Council Committee

If you have any concerns or suggestions for the Committee, please send them to one of the Committee members before our meeting dates and we will do our best to address them at the meeting. Our 2005-2006 executive is as follows:

President — Sandy MacCurdy
Vice- President — John Irvine
Secretary —Marsha Cogle
Treasurer —Stacey Garland
Past President —Tanya Whitney

There will be a full list of all committee members in your next *NBTA News*. We are always looking for new members, so if you would like to be a part of our committee in the future to represent teachers in your area of the province, please let us know.

Sandy MacCurdy, President
NBTA Middle Level Council

➔ **Middle Level Conference** ➔

Practical Suggestions for Working with Exceptional Learners
October 20 & 21, 2005 — Moncton

Attention ALL Teachers: The Middle Level Council is proud to present this Institute and you are welcome to join us in Moncton on October 20 (evening) and October 21 (all day) for some PRACTICAL ideas that work.

Thursday, October 20

6:30 - 7:00 pm — Registration at Edith Cavell School

7:00 - 7:15 pm — Welcome and Opening Remarks

7:15 - 8:30 pm — Keynote: **Dr. Kathryn McLellan** – *The classroom teacher's access and involvement with the E-SEP and clarification of the difference between a modified and an accommodated SEP.*

Friday, October 21

8:15 - 8:45 am — Arrival

8:45 - 10:00 am — Divided Sessions

- a) **Shirley Ross** – *Practical Suggestions for Teachers of ADHD Students*
- b) **Sherry Gallant** – *Practical Information & Strategies for Teachers who teach students with Autism Spectrum Disorder (ASD)*
- c) **Michelle MacPherson** – *“Now What...Effective Strategies to deal with Bullying”* with the emphasis on exceptional children.

10:00 - 10:30 am — Nutrition Break

10:30 - 11:45 am — Divided Sessions

- a) **Sue Wilmot** – *Differentiated Instruction with an emphasis on exceptional learners*
- b) **Ken Menchions** - *How to modify and accommodate the same lesson for Math and Language Arts*

11:45 - 12:45 pm — LUNCH (supplied)

12:45 - 2:00 pm — Divided Sessions

- a) **Jennifer Lesperance, Shelley Nelson, Lynn Seymour-Lalonde** - *Information and Practical Tips for Teachers of Vision Impaired Students*
- b) **Sue Purney & Sheryl Eatmon** – *“What Did You Say?”* At any one time there may be students in your classroom experiencing temporary or permanent hearing loss. This session offers practical tips to ensure everyone in your class “gets the message”.

2:00 - 3:15 pm — **Ruth Woodworth** – *Phonological Awareness for Exceptional Students*

➔ **Registration Deadline: October 7**

Cost: \$30.00 per participant

Limited registration is 60 people. First come, first-served basis.

Any questions, please direct them to Linda Maxwell (maxwelil@nbed.nb.ca)

➔ **Middle Level Conference Registration Form** ➔

Practical Suggestions for Working with Exceptional Learners
October 20 & 21, 2005 — Moncton

Name _____ School _____

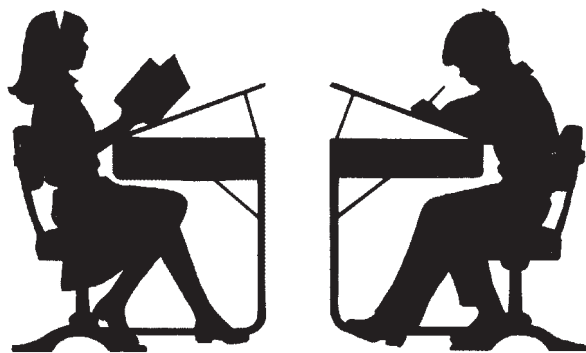
Home Address _____

_____ Postal Code _____

Telephone (h) _____ (s) _____ Email address _____

Please send form along with cheque, payable to Middle Level Council to:
Linda Maxwell, c/o Queen Elizabeth School, 31 Lynch Street, Moncton, N.B., E1C 3L5

WELCOME NEW TEACHERS!



Join your early career colleagues to find out more about the services & benefits offered by your professional association.

Talk to the experts about your contract, certification, legal matters and more!

Saturday, September 17, 2005

NBTF Building
650 Montgomery Street
Fredericton, N.B.



10:00 a.m. - 2:30 p.m.

Lunch and some compensation toward travel costs will be provided.

Prizes and giveaways!!

Register online at www.nbta.ca

or contact Judy Deveau, 452-1750 or email deveauj@nb.aibn.com.



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Women in Educational Administration (WEA) – Fall Workshop

Leading and Educating Beyond Our Borders

Join WEA members and colleagues for a stimulating and informative look at New Brunswick educators who have chosen to lead beyond our borders. A panel of teachers and administrators will share their experiences teaching and working in Uganda, Ghana and China. Hear about the opportunities, challenges and rewards of this important form of leadership.

Date: Saturday, November 5, 2005 **Location:** NBTF Building, Fredericton
Time: Registration: 9:30 - 10:00 Workshop: 10:00 - 12:00 Lunch: 12:00 - 1:00
Registration: \$5.00 (for WEA members) \$10.00 non-members (Includes lunch)

WEA membership for the 2005-06 year can be purchased for \$10.00.
Members receive a discount on all WEA conferences.

Women in Educational Administration (WEA) – Fall Workshop

Leading and Educating Beyond Our Borders

Name: _____ E-mail _____

School: _____ Position _____

Enclosed: \$5.00 workshop fee (WEA members) _____
or
10.00 workshop fee (non members) _____

I have also enclosed my \$10.00 WEA membership fee _____

Send cheques to Jill Craig (payable to WEA-NB)
P.O. Box 4214, Woodstock, NB E7M 6B6
E-mail: craigjip@nbed.nb.ca





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Passages to Canada is an initiative of the Dominion Institute – a nationally registered charity dedicated to the promotion of Canadian history. Passages to Canada speaker visits and resources are offered free of charge.
Ce programme est également offert en français.

Johnson's Research Awards Available



The Johnson's Research Award is available to any member of the NBTF Group Insurance Plan who is a statutory member of the New Brunswick Teachers' Association and intends to undertake an educational study related to priorities of the NBTA. Teachers on educational leave, contractual leave of absence, and deferred salary leave are also considered eligible for the purposes of this award. Funding for the award program is provided by Johnson Inc.

Purpose

The award is provided to assist teachers in covering the travel, accommodations, conference registrations, duplicating and other costs related to the completion of the research study. No honorarium shall be paid from the award to the recipient. The research undertaken could include standard literature surveys, descriptive or analytical reports based on questionnaires or other data gathering devices, meta-analyses of a variety of related studies or ethnographic research related to New Brunswick schools or educational system.

Conditions

The NBTA will make the awards based on a detailed description of the study. An application should include:

1. Definition of the problem under study

2. Description of the research procedures
3. Description of intended outcomes
4. Description of the relationship to NBTA priorities
5. Cost estimates specific to the award

Award

The NBTA will provide, upon request from the recipient, travel and/or other advances when the award is made. The recipient must provide a financial statement and receipt for all expenses.

Final Report

A final report will be prepared within a time frame mutually agreed to by the Executive Director and the recipient.

For further information, contact: Jim Dysart, Director of Communications and Research, NBTA, 452-1720.

**Deadline for Applications:
October 31, 2005**



American Institute for Creative Education Professional Development Seminars

Fall 2005 — All Courses Earn 3 College Credits

EDU323 Enrichment in the Classroom

Miramichi, Sept. 30/October 1 and October 21/22

EDU243 Guidance for the Classroom Teacher (K-12)

Woodstock, Sept. 23/24 and October 14/15

EDU172 Hands-On Math in the Classroom (K-5)

Woodstock, November 4/5 and 25/26

EDU324 Health and Fitness: Teaching Ideas and Strategies

Moncton, October 14/15 and October 28/29

EDU285 Phonological Awareness: Through Music, Rhyme and Games

Plaster Rock, October 21/22 and November 18/19

EDU225 Physical Education for the Classroom Teacher (K-5)

Woodstock, Sept. 30/ October 1 and October 21/22

EDU335 Teaching and Learning in the Middle School (6-8)

Fredericton, Sept. 30/ October 1 and October 28/29

EDU284 Using Brain Research in the Classroom

Fredericton, Sept. 23/24 and October 14/15

EDU 325 Autistic Spectrum Disorders

Moncton, October 21/22 and November 18/19

EDU 347 Advanced AutoCad

Fredericton, Sept. 9/10 and Sept. 23/24

NEW

EDU 297 Exceptional Students in the Classroom

Plaster Rock, Sept. 23/24 and October 14/15

EDU 295 Art Education for the Classroom Teacher

St. Stephen, October 21/22 and November 4/5

EDU 186 Music Across the Curriculum

Plaster Rock Sept. 30/ October 1 and October 28/29

EDU 244 French for the Classroom Teacher

Woodstock, October 28/29 and November 18/19

**To register or for more information,
call (800) 448-5343 or visit our website: www.aiceonline.com
Joy Hanson, 328-4684, or jjhanson@nb.sympatico.ca**

Paid Advertisement

Attention: New Teachers!

Are you wondering what services NBTA and NBTF provide? Do you want to find out more about getting involved with your professional organization?

Attend the NBTA New Teachers' Workshop, September 17. See the poster, ask your school rep., or check it out online at www.nbta.ca.

Educational Improvement Grant Funds Depleted

Teachers should note that due to high demand, the funds for both Provincial and Council Educational Improvement Grants (i.e., for conferences and other professional development) have been depleted for activities taking place between now and December 31.

Increase your Salary — Apply for Your Work Experience

New teachers should note that you may apply to have your previous work experience evaluated for an increase on the salary grid. Recognition may be given for work that is related to teaching upon application to the Office of Teacher Certification at the Department of Education.

The form you need is available from the NBTA website 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. Remember: **The deadline is October 31 to have the increase back-dated to July 1!**



NBTA Golf Tournament

Saturday, September 24, 2005

"Shotgun" Start - 9:30am

Rockwood Park Golf Course, Saint John



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

Fee: \$50.00 per golfer (includes green fees, meal, gratuities, HST, prizes).

Make cheques payable to:

NBTA Golf Tournament and mail to:

Ed Lester
407 Molson Ave.,
Saint John, N.B.
E2M 2L9
Telephone (506) 674-1541
Fax (506) 635-8906

Entry Form

4 Person Scramble

Partners will be provided, if necessary.

All golf carts (25) reserved through **Ed Lester**
(\$28.00 tax included)

Team _____

Captain _____

Telephone _____

Golf Cart(s) No _____

Set Goals for Physical Activity for 2005-2006

As another school year begins, families start yet another year of developing routines. Plan to place time within your family schedule for physical activity. The key is to set basic goals.

- 1) Put your family and individual goal/s in writing (ink them, don't think them).
- 2) Take a few minutes to envision your family and individual goal/s. Visualize accomplishing the goal/s. What are the steps needed to be successful in reaching the goal/s?
- 3) Make both your family and individual goal/s meaningful.

Look to develop a strong desire to begin and reach the desired goal/s.

- 4) Prioritize the goals in relation to their importance to you and the family.
- 5) Set a time period or target date for each goal. This may help with motivation.
- 6) Set goals that are challenging but not out of reach.
- 7) Ensure that your goals are specific and measurable. Be able to monitor progress and make sure you celebrate when you and your family reach each one.
- 8) Goals should be flexible to allow

for unplanned changes. Be ready to adjust your goals but, do not give them up.

- 9) Take action - start with something very doable — 15 min walk around your community. Increase duration and intensity. Attempt something different - try an activity your family has never done before.
- 10) Keep a record of what you do.

Most of all have fun! Enjoy the time being active as a family.

*Garth Wade, District #18 Supervisor
Physical Education/Health*

NBTA STAFF

Bob Fitzpatrick (452-1721) (fitzpatr@nbnet.nb.ca)
Executive Director

Jim Dysart (452-1833) (dysartj@nbnet.nb.ca)
Deputy Executive Director
Director of Communications & Research

Melinda Cook (452-1739) (cookm@nb.aibn.com)
Director of Curriculum & Finance

Nancy Roach (452-1740) (roachn@nbnet.nb.ca)
Director of Professional Development

Larry Jamieson (452-1722) (jamiesonl@nbnet.nb.ca)
Director of Teacher Welfare Services

PROFESSIONAL COUNSELLING SERVICE FOR TEACHERS

Ann Kennedy (462-0208), 1-800-561-1727
(kenneda@nbnet.nb.ca) Coordinator

Betsy Colwell-Burley
(634-2901), 1-800-563-3938, Counsellor/Consultant

Niel Cameron
(855-5243), 1-888-763-5050, Counsellor/Consultant

NBTF STAFF

Robert Gagné (452-1741)
Executive Director

Kevin Sheehan (452-1737) (sheehank@nbnet.nb.ca)
Deputy Executive Director

Marilyn Boudreau (452-1830) (marilyn.boudreau@nb.aibn.com)
NBTF Labour Relations Officer



A relationship you can trust.

At Johnson Inc., our service staff offer "best friend" advice on all of your home and auto insurance inquiries.

For a home and/or auto insurance quote, call or visit us online today.

When requesting your quote, please identify yourself as a NBTF Member and provide your Group ID Code: 63.

1.800.563.0677 or www.johnson.ca/nbtf



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Wellness Highlights

PROFESSIONAL COUNSELLING SERVICE
FOR TEACHERS



TEACHER COUNSELLING SERVICES

Ann Kennedy, Districts 14, 17, 18

1-800-561-1727

Betsy Colwell-Burley, Districts 6, 8, 10

1-800-563-3938

Niel Cameron, Districts 2, 15, 16

1-888-763-5050

Mind, Body, Spirit...

Welcome Back Teachers!

As part of the support services provided to teachers, we invite you to contact us about personal or professional issues.

We can assist you in coping with stress, developing a healthy lifestyle, and improving your general well-being.

Please do not hesitate to access our services at the numbers above.

We wish to welcome Niel Cameron as the new teacher Counsellor/Consultant for Districts 2, 15, 16. Niel comes to this position with an extensive counselling background, having worked in several Canadian provinces and in numerous countries. She has several years of teaching and counselling experience with First Nations communities and at St. Thomas University, UNB and the Department of Education as a counsellor and consultant. She also has specialized training in reality therapy, groups, conflict resolution, grief and bereavement.



Betsy Colwell-Burley
Counsellor/Consultant



Ann Kennedy
Coordinator



Niel Cameron
Counsellor/Consultant

Announcements

NBTA Annual Bowling Tournament

Where:
Fredericton



When:
October 14-16, 2005

Hosted by:
Minto Teachers



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

Pre-registration:
\$45 by September 25

Contact:
Gary DiPaolo, 327-3736
or Email:
gdipaolo@nb.sympatico.ca

Information will follow after the registration of the team.

Basketball Tournaments at the Aitken University Centre, UNB Campus, Fredericton, N.B.

Helen Campbell Women's Basketball Tournament — October 7-9, 2005

Eric Garland National Men's Basketball Tournament — October 21-23, 2005

Online Teacher ToolKit

The National Education Association (NEA) has partnered with Progress Education Corporation to create the NEA Teacher ToolKit. The ToolKit offers teachers up-to-date tools to help focus efforts on improving student achievement and saving teachers time with monitoring student educational progress. Some of the tools in the NEA Teacher ToolKit are available at no cost, while advanced tools are available for a modest subscription fee. Visit the NEA Teacher ToolKit at <http://www.neateachertoolkit.com>

NBTF Resource Centre

The New Brunswick Teachers' Federation is pleased to announce the appointment of **Renée Albert** as the new library technician for the NBTF Resource Centre. The Resource Centre is primarily used by NBTA, AEFNB and NBTF staff to help better serve teachers. If you are a teacher looking for certain books, materials or documents, you can contact Renée by:



Email: fedres@nb.aibn.com

Phone: (506) 452-1726

Fax: (506) 453-9795



Building Inclusive Schools



A SEARCH FOR SOLUTIONS

NOVEMBER 17-19 2005
OTTAWA MARRIOTT HOTEL
OTTAWA, ONTARIO

Please visit the Canadian Teachers' Federation website at www.ctf-fce.ca for more information and registration forms.

For further assistance, please call Jo-Ann Gallant at (613) 232-1505, ext. 115.

A
CANADIAN TEACHERS'
FEDERATION
CONFERENCE



Featuring
STEPHEN LEWIS
TOMSON HIGHWAY
CAROL ANN TOMLINSON
VIANNE TIMMONS
ROGER SLEE
MICHAEL BACH
BLYE FRANK
GEORGE DEI
JANICE WALLACE
MAIRUTH SARSFIELD
ANDRÉ GRACE
BILL RYAN
JANE GASKELL

Canadian Association of Immersion Teachers Conference Colloque de l'Association canadienne des professeurs d'immersion

*L'immersion...
au coeur du bilinguisme!*

October 27-28, 2005
Delta Beausejour
Hotel, Moncton, NB



Website:

<http://acpi.scedu.umontreal.ca/colloque2005/>

WELCOME BACK TO CLASS EVERYONE!

– New Teachers –

Please be sure to drop into the Credit Union
on

Saturday, September 17, 2005

And ask us about a special deal
JUST FOR YOU!

A HUGE THANK YOU!

NBTA Credit Union Staff would like to THANK all members, non-members, and especially the NBTF Building Staff, who have helped in our fundraising efforts for our "RUN FOR THE CURE" Team.

Your support of this worthy cause is GREATLY APPRECIATED. Our fundraising (to date) has brought in over \$2,500 for the NBTA Credit Union Team.



Notice to All Credit Union Members:

Please remember to notify the Credit Union of any change in district, school, address, phone number, name change, etc.



650 Montgomery St., P.O. Box 752, Fredericton, N.B. E3B 5R6
506-452-1724 • 1-800-565-5626 • 506-452-1732 (fax)
E-mail: nbtacu@nbnet.nb.ca • Web: <http://www.nbtacu.nb.ca>
Hours: Monday to Friday, Telephone Service 8:30 am - 4:30 pm
In-Branch Service: 9:00 am - 4:30 pm