



NBTA

news

NEW BRUNSWICK TEACHERS' ASSOCIATION

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Stained Glass Legacy Window Unveiled

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A stained glass window, commissioned to commemorate the 100th Anniversary of the New Brunswick Teachers' Association, was unveiled during the October NBTA Board of Directors' Meeting. NBTA President, Brian Bawn, was joined by N.B. Education Minister, Madeleine Dubé, and stained glass artist, Hugh MacKinnon.

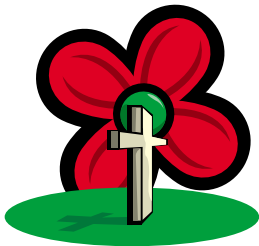
The NBTA has sponsored a number of activities throughout the year, and developed a special 100th Anniversary logo. Many branches arranged activities at the branch level.

The concept of creating a stained glass legacy item was developed by the NBTA ad hoc Committee charged with the responsibility of planning and coordinating 100th

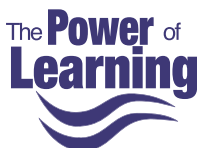
Anniversary activities. Stained glass was chosen for its obvious longevity. The actual design was developed by artist Hugh MacKinnon of Shades of Light in consultation with the Committee.

In unveiling the work, Minister Dubé congratulated the Association for its work on behalf of its members and the education community. President Brian Bawn stated: "NBTA has served as the voice of teachers for one hundred years. Teachers are proud of our profession and the important work we do for society. While methodology and content consistently evolve, the overall objectives of the education system remain prime imperatives for a successful society."

Remembrance Day



November 11th



Some Thoughts From and About the Past

If retired teachers of New Brunswick are able to enjoy a measure of comfort, afford some of the better things in life, and dwell in security and independence, it is all due in great measure to the executive and board members, committee members, and employees — past and present — who took a fledgling organization and nursed it into the strong and confident operation from whose efforts we benefit today, active and retired teachers alike.

A hundred years is a long time, and I can't help pondering how so many people have sat for so long at so many meetings, talked so much about so many issues, travelled so much in all manner of weather, both within and outside the province, put so many words to paper, and, in consequence, accomplished so much on behalf of the people for whom they toiled.

The previous NBTA building, which emerged from a decision made by a very small group who nurtured a vision, was supposed to satisfy all our needs for many years.

And I recall, while attending "Expo '67" in Montreal, accompanying Al Kingett to a furniture wholesaler's where we selected the boardroom table and chairs.

However, the organization and the demands made upon it grew rapidly, to the extent that we behold the modern homebase of today,



which, itself, is beginning to sense, from time to time, the need for a bit more elbow space.

The teachers of yesterday contributed much, as do the practitioners of today, to the social and financial measures which enrich our lives; the same applies to their spokespersons and representatives. If I could be permitted an observation about how things are going today, it is that once one steps from active

membership in our organization and profession, a curtain closes between what once was and what now is. I believe more could be done, other than provide the practical assistance members need on occasion, to make retiring members feel, as they leave their all-consuming profession, that they were and are a solid element of today's successes.

But, the achievements by all who laboured mightedly for a century in the cause of education and for its worker in the vineyard, are worthy of being celebrated and trumpeted from the highest hills.

And so, we nod happily to each other and to all who contributed in any way to the enviable state of today that both active and retired teachers enjoy.

From us as was to you what is!
Happy Birthday, NBTA!

Patrick McCluskey
Former President-Elect, NBTA

Notice to Teachers

In order to receive the discounted room rate offered to the membership by the Ramada Inn in Fredericton, it is necessary to show your Membership Card (green/white) upon check-in at the hotel.

A new distribution of Membership Cards will take place in November. If you require a card prior to this, please contact Carlene Merrick at NBTA, 452-1720.

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Reporting Time



Brian Bawn

Brian Bawn

Hello again; another month has come and gone. We have had our fill of turkey and Halloween candy and now it is time to start thinking about Remembrance Day, the first reporting period, and parent/teacher interviews.

I would like to give you an NBTA report card on the first three months of this school year.

We started the year off in August with a Leadership Workshop in Fredericton for branch leaders, as well as a separate workshop for branch presidents. The purpose of these workshops was to help branch leaders keep current on priorities, policies and initiatives of NBTA for the current year and to help them better serve you.

A New Teachers' Workshop was held on September 20 with 120 new teachers from around the province attending. This workshop was to introduce new teachers to NBTA services and staff. This year we offered "a doctor is in" session where individual teachers could ask the experts questions on individual concerns. Topics covered included: group insurance, pension, finance, certification, professional development, NBTA Credit Union, Code of Ethics, collective agreement

issues, buying back supply time, and legal issues.

As part of the evaluation, a question was asked about how the first few weeks of school had gone. You need to know that almost all the responses were "hectic but getting better and the staff and administration have been great." Thank you for welcoming our new teachers and making them feel at home.

When I welcomed the new teachers into "the greatest profession in the world," they all applauded. For the first time in a long time, the new teachers seemed to be just that — new teachers, fresh out of university, and not teachers who have supplied for 6 or 7 years before getting a Schedule D contract. There were even a few who had already received a Schedule B contract. Yes, times are changing.

Negotiations on our new collective agreement began on October 1st and everyone should have received a Communiqué from the Federation outlining both asking packages, negotiating dates, and the general timelines and procedures that we will follow. We will keep you as up to date as possible as things unfold.

In my visits to several branches, a common concern seemed to be that less money was awarded to districts than they were expecting, especially in the area of professional development. I called the Minister of Education, Madeleine Dubé, who indicated that the Department of Education had not cut any funds. She made some inquiries and found that on the Anglophone side of the Department, some monies had been held back but she assured me that they will be forthcoming to the districts.

We had some concerns raised by members when the CEO of the New Brunswick Investment Management

Corporation resigned. That is the organization that manages our pension fund. We have been assured that his replacement will be a strong financial person and will remain at arm's length from the government.

In a recent shuffle, John Kershaw was named Deputy Minister of Education. We look forward to working with him in addressing the educational concerns of our classrooms.

As we prepare for negotiations and hear of the shortages of teachers in other areas of Canada and the United States, there is an issue that continues to bother me; that is the large number of substitute teachers who have local permits. I know that it is a reflection of the number of available qualified teachers, but at the same time I believe it devalues our profession to allow people to supply teach when they do not have a teacher training background. It would be like the hospitals saying we have a shortage of doctors or nurses today and allowing untrained personnel to be a nurse or a doctor for a day or two. If the profession has qualifications, then those who fill in for those absent should meet similar requirements.

I hope everyone has a great parent/teacher day and that you feel appreciated for all your hard work on behalf of your students.

I do appreciate the e-mails and phone calls to let me know of concerns from your schools and branches. They give me up-to-date information for emphasis when I am talking to Department officials about current educational concerns. It is also helpful information for the negotiating process. Thanks for taking time from your busy schedules.

Hello to my friends at MGT and I hope to see you soon.

Cable in the Classroom and Elections Canada Team Up to Launch National Project to Increase Youth Voting



National video contest gives Canadian youth the chance to voice their opinions about the importance of voting and to profile their schools on national television.

Cable in the Classroom, Canada's leading provider of educational cable programming, and Elections Canada recently announced the launch of "Your Vote ... Your Voice", a national youth project designed to encourage students in Grades 10-12 to vote.

The project integrates a series of broad, cross-curriculum classroom activities with a nationwide contest promoting the electoral process in Canada.

Students will be asked to develop a 30-second public service announcement (PSA) video to highlight the importance of youth involvement in Canada's electoral process. Created by youth for youth, the PSA will also help encourage dialogue among youth about democracy and elections in Canada.

"We're very excited to be able to team up with Elections Canada to launch 'Your Vote ... Your Voice'," said Colette Watson, Chair, Cable in the Classroom. "This project not only teaches students about the electoral process but also offers them the opportunity to tell us - and their peers - what they think about voting and why voting is important."

"Declining voter turnout among

our young citizens is a serious problem," said Jean Pierre Kingsley, Chief Electoral Officer of Canada. "Recent research commissioned by Elections Canada found that only 25 percent of eligible 18-24-year-olds voted in the 2000 federal election. We are, therefore, delighted to be able to offer an educational and fun activity to engage Canadian youth in the democratic and electoral process."

The deadline to receive contest entries from schools is Friday, November 28, 2003. The winning entries from each province and territory will be announced the week of December 15, 2003.

In addition to receiving prizes, the winning teams will see their entries broadcast nationally for a year by several cable providers and programmers in rotation.

Full contest and prize details, rules and regulations are available on the Web at www.cablededucation.ca.

For further information, to arrange interviews with organizers, teachers, or participating students, or if you have any questions about "Your Vote ... Your Voice", please contact: Jennifer Field, Hill & Knowlton, (613) 786-9956, jennifer.field@hillandknowlton.ca

About Cable in the Classroom

Cable in the Classroom is a not-for-profit service that has provided access to educational programming and valued support materials for teachers since 1995. To date, more than 12,000 schools nationwide have drawn on our programs and materials to support student educational needs. For more information, visit our Web site at www.cablededucation.ca.

About Elections Canada

Elections Canada is the non-partisan agency of Parliament responsible for conducting federal general elections, by-elections and referendums. Its responsibilities include ensuring all electors have access to the electoral system, informing citizens about the electoral system, and maintaining the National Register of Electors. For more information, visit www.elections.ca.



Congratulations!

Ian Andrews, Oromocto High School (retired)
Richard Blaquiere, Woodstock High School
Heather Carson, Fredericton High School

Janet Lorraine Crawford, Superior Middle School, Bathurst

Helen Morag McKinnon, Harold Peterson Middle School, Oromocto

These teachers were recently honoured by Friends of Simon Wiesenthal Center for Holocaust Studies as leaders in the field of Holocaust studies and human rights education.

They are recognized for their lifelong commitment to the teaching of tolerance and the fostering of understanding.

The awards presentation took place October 29, 2003 in the Tom Morrison Theatre, Fredericton.

The New Brunswick Teachers' Association would like to acknowledge and congratulate these New Brunswick educators for this recognition.

2003-2004 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 _____

DEADLINE FOR REGISTRATION _____

- _____ November 15 - St. Stephen, St. Stephen High
- _____ December 6 - Fredericton, Nashwaaksis Middle School
- _____ January 10 - Saint John, Simonds High
- _____ January 24- Bristol, Carleton North Senior High
- _____ February 7 - Chatham, Dr. Losier Middle School

- November 7
- November 28
- December 19
- January 16
- January 30

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

Mailing Address: _____ Dist. _____

_____ Name of Spouse (if attending) _____

No. of pension years you will have accumulated to June 2004 _____ 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*.

*** PLEASE NOTE: By signing this registration form you hereby authorize the NBTA to obtain information from the Public Service Employee Benefits Division pertaining specifically to your pensionable service records. This information will be utilized to prepare your individual pension estimates for retirement purposes only ***

Signature: _____

SEMINAR GUIDELINES

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

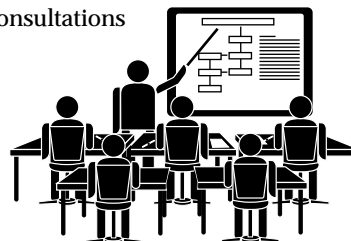
1. All participants must pre-register.
2. A registration fee of \$5.00 for each participant must accompany the application; however, cheques will not be cashed until after the workshop.
3. Travel and accommodation costs are the responsibility of the participant.
4. A nutrition break will be provided.
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.
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.

Are You Up for the Commercial Challenge?



This is the time of year when television shows begin their new season

and new programs are being pitched to the home viewer. Tearing yourself away from the tube may become quite difficult. If so, take the Commercial Challenge. Select and perform the following activities during the commercial breaks.

Create a checklist and see how many you can perform during the break periods of your favorite shows.

— **Shoulder Shrug** – shrug both shoulders up as high as possible, down as far as possible, as far forward as possible, as far back as possible. Shrug one shoulder up and one shoulder down. Repeat.

— **Up on the Toes** – Stand on both feet, with hands on hips. Raise up on toes for five to ten seconds. Repeat as many times as possible during the television break. Try the same exercise with arms across the chest, arms out to the side of body, and arms extended over the head. Try them with your eyes open, then with eyes closed.

— **Rabbit Face** – pucker your lips, then move your jaw from left to right and up and down. You can also rotate your jaw, moving first to the left and then to the right.

— **Elbow Special** – Stand with hands behind the head, fingers interlocked. Draw your elbows back as far as possible and hold. Do not arch back. Draw elbows forward and try to touch them together. Hold and repeat.

— **Big Wink** – Close right eye by lifting the right side of mouth and right cheek. Hold for a few seconds, relax and repeat on left side.

— **Shoulder Squeeze** – Stand and hold both hands together behind the back. Bend forward at the waist, keeping the legs straight. Try to raise the arms over the head. Hold and repeat.

— **Hug** – Cross arms in front of your body and place your hands on back. Walk fingers along your back as far as possible. Hold and repeat.



— **Body Sweep** – Stand with legs 10-12 cm apart, and bend at the waist and knees with hand close to body and touching the floor. Sweep both arms in a large circle to the left side, overhead (straightening body to an upright position), to the right side, and back down to the starting position.

— **Side Stretch** – Stand with feet shoulder width apart, legs straight. Place one hand on hip, then extend other hand up and over head. Bend to the side where hand is on hip. Move slowly. Hold six to ten seconds. Repeat on the other side.

— **Calf Stretch** – Stand, with right leg forward and left leg back. Keep left leg straight and bend the right leg. Keep both feet pointed straight ahead. Lean forward, keeping the heel of your left foot on the floor. Hold, repeat for the right leg.

Take the challenge for a full month. Get the whole family involved. You will certainly see positive results, have fun, plus not miss your favorite television show at the same time.

Garth Wade,

Dist. #18 Physical Education Mentor

REMEMBER THESE DATES



Deadline Dates

Conference Grants — Five weeks prior to opening day

Certification Changes — October 31, 2003; March 31, 2004

Project Overseas — November 7, 2003

Branch Nominations for NBTA Vice-President — February 8, 2004

Educational Leave — November 7, 2003

Deferred Salary Leave Plan Application — January 31, 2004

Election Dates

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

NBTA/Beaverbrook/Hagerman Interest-free Loans — March 31, 2004

Centennial Award Nominations — April 1, 2004

Aliant Award Nominations — April 1, 2004

Branch Resolutions for A.G.M. — April 1, 2004

A.G.M. Registration of Delegates — April 1, 2004

Employment Insurance Rebate Report — June 1, 2004

Registration of Branches — June 1, 2004

Report of Branch Meetings — June 1, 2004

Names of Branch Committee Chairpersons — June 1, 2004

NBTA Council Annual Reports — June 15, 2004

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

OTHER IMPORTANT DATES

NBTA AGM — May 28-29, 2004

NBTA Credit Union A.G.M. — November 19, 2003

Retiring Teachers' Luncheon — May 29, 2004

OHS Opens Reading Corner

Space established for students with funds former teacher Elizabeth Baker left to school

Though Elizabeth Baker is gone, her love of reading and art will be shared with current and future students at Oromocto High School.

The former English and art teacher who taught at OHS from 1961 to 1990 died in 1997, leaving behind a trust fund for the school to be split between the library, the art teachers and scholarships, said Nancy Holland, a math teacher with the school.

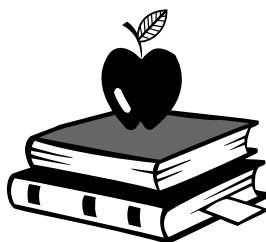
"Every year a scholarship is given at graduation in her name," she said. Holland is a member of the committee that decided what to do with part of the money earmarked for the library. What the group came up with was The Elizabeth Baker Reading Corner, a bright, comfortable space for students to read and relax in the school's library.

The spot was officially opened October 8 in a ceremony that attracted current and former teachers, as well as Baker's family and friends.

"Elizabeth would have wanted to work on attracting students who might now have a high level of interest in reading," said Holland.

The group established a spot where anyone would enjoy curling up and reading a good book, Holland said.

With the money Baker left it, the committee bought dividers where student art can be displayed, beanbag chairs, low tables, games,



puzzles and a selection of high-interest books that have a low level of reading difficulty.

"It's a comfortable place to encourage students to read," said Patricia Ellsworth, a French teacher at the school. Ellsworth, who taught with Baker, said she believes her colleague would have been happy with what the committee decided to do with the trust fund. "She didn't say specifically what she wanted it for, so it took a while to find the right thing," said Ellsworth. "She

would just be so pleased."

Peg Donovan, a close friend of Baker's, said Baker was a big reader and a great artist. "She would love this," Donovan said.

Baker's cousin, Marion Lindsay, agreed. "This would have been her choice." Lindsay was on hand to cut the ribbon at the opening ceremony. She said the number of people who came out to share memories of Baker was touching. Baker came from a small family, said Lindsay. "But because of her students, she had a large family."

Michael Nowlan, a former English teacher at OHS and a friend of Baker's, said he believed she would have been delighted with the reading corner.

"She always loved working with young people", he said. "She would see this as a way to continue on with her work. "Plus", he said, "the space brings together two things she loved: reading and art."

Nowlan donated a special piece of art during the opening ceremony that will go perfectly in the space: an original illustration Baker did for a children's book Nowlan wrote called *Absolutely Absalom*.



NBTA Fun Golf Tournament

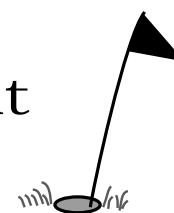
The annual NBTA fun golf tournament was held in Saint John at the Rockwood Park Golf course on September 27, 2003. This year we had 133 golfers. The #1 fun team (Credit Union Award) was the team from St. Stephen High School.

We also had 4 closest-to-the-hole winners: #3 Matt Bedard, #6 Dale Nash, #13 Kathy Olive, #18 Dave Williams.

Special thanks to the following sponsors: NBTA (Larry Jamieson), NBTA



(L-R) Peter Murray, Phil Chisholm, Don Walker, Indu Varma(NBTA Vice-President), Jeff Haley and Sean Hogan.



Credit Union (Pat O'Brien), Johnson Inc. (Dale Weldon), Moosehead Breweries (Mike Harroun), Rockwood Park (Steve Leach), Ganong's St. Stephen (Greg Fash), Quizno's (Gordon Gilman), Teachers Investment Group (Mike Springer), Westwind Florist (Saint John).

UNBF'S Douglas Willms Author of OECD Report On Student Disaffection in Schools

Student absenteeism and disaffection with school pose widespread challenges for teachers and policy makers, according to a new

Organization for Economic Co-operation and Development (OECD) report, drawing on data from 42 mostly developed nations.

While most 15-year-olds in these countries regularly attend classes and feel that school is somewhere they belong, the report reveals a low sense of belonging at school among an average of one in four students, with one in five admitting to being regularly absent.

The report, titled *Student Engagement at School - A Sense of Belonging and Participation*, also reveals significant differences between different schools' ability to engage their students. In Belgium, for example, some schools have over a third of students reporting absence, while in others only four per cent are in this category.

Schools that are best at limiting student disaffection include those where students come from more advantaged homes, but also those with a strong disciplinary climate, good student-teacher relations and high expectations, regardless of social composition. Schools where students feel a sense of belonging also tend to achieve lower absenteeism.

"We need to consider student engagement as an important schooling outcome in its own right," said Douglas Willms, the report's author and director of the Canadian Research Institute for Social Policy at the University of New Brunswick in Fredericton. "It is a measure of students' disposition towards school

and learning, and as such, is likely one of the most important predictors of their economic success and long-term health and well-being. Student engagement entails attitudes and behaviours that can be affected by teachers and parents, and shaped by school policy and practice."

The study, conducted by Dr. Willms with support from the OECD and experts from several countries working within the framework of the Programme for International Student Assessment (PISA), looks at two ways in which students can become "disaffected." One is through a low "sense of belonging" at school. For example, students may believe their school experience has little bearing on their future or they may feel rejected by their classmates or teachers. The other is through "low participation," or absenteeism, calculated on the basis of their recent attendance at school.

Measured in these ways, disaffection rates vary widely across countries. In Denmark and Spain, a third of students, and in Canada, Greece, Iceland, New Zealand and Poland over a quarter, appear regularly to miss school or skip classes. In Japan and Korea, by contrast, fewer than one in 10 are in the low attendance category.

Even in countries where attendance is high, however, students do not always feel happy in school. Low sense of belonging is greatest in Japan, Korea and Poland, with over a third of students feeling they do not belong in at least one respect. It is least prevalent in Hungary, Ireland, Sweden and the United Kingdom, where the

proportion is below one in five.

The report's findings emerge from further analysis of results obtained in the first PISA study carried out between 2000 and 2001. Students were asked about their participation and their attitudes, as well as being assessed in their reading, mathematical and scientific literacy skills.

Contrary to what might be expected, the findings reveal that disaffected students are not principally those who have the lowest literacy levels. They are drawn from the full range of abilities. Students who feel the lowest sense of belonging at school have, on average, literacy skills somewhat above the norm.

Students who are most frequently absent are often lower achievers, but not at the bottom. They perform on average at Level 2 on a five-level literacy scale, showing at least a basic level of skill.

The findings raise important issues for policy makers, both because disaffected students may not achieve their full potential at school and because they may suffer continued difficulties in adulthood. In addition, they may become disruptive in class and exert a negative influence on other students. (UNB News Release)

For further comment or more information, contact Dr. Willms at 506-447-3178 or ksi@nbnet.nb.ca.



BEIJING

Math, Science, and English teachers needed for the P.E. Trudeau High School in downtown Beijing, Sept. 2004.

For information, contact Prof. Viviane Edwards at vedwards@unb.ca

Making It Personal

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

This summer I sat with a group of teachers who were involved in training to instruct a course related to Learning to Read. There we were, thirty-five educated, intelligent and confident individuals...and suddenly we were struggling to 'learn' a new set of symbols that represented letters. It was fascinating to be involved in the process. The 'teacher' taught us the symbols, we said them aloud, we reviewed, then suddenly we were required to 'read' words and sentences constructed using these foreign symbols.

Some of the participants seemed to 'get it' right away. Others required more time and still others became increasingly frustrated as the rest of the class became able to decode the symbols more quickly. One teacher was heard to say, "This is stupid". As we talked about the process of learning this new skill, one astute individual remarked, "You know, an adult will say 'This is stupid', but a kid will say 'I am stupid!'"

It was a powerful moment as we realized the truth of the statement. As we expose our students to new concepts or skills, we often do not realize the extent to which they internalize the learning process as integral to their feelings of self worth. When a student finds, time after time, that he/she is the one who struggles to keep the pace of the class, it is not long before that student decides that he/she is just not smart, not able to do the work. The acting out, or the giving up, or the bullying is often not far behind.

Only if the teacher is aware of those feelings, and takes the steps to minimize the frustration by providing encouragement as well as strategies, will the student be able to

work through the stages of learning to achieve success. (In our 'class', the teacher employed a longer wait-time strategy that allowed everyone to answer only after there had been sufficient time for us all to work it out. In this way, the quicker decoders weren't providing all the answers, leaving the others to feel 'slow'!)

Getting to know students well is the only way to ensure that you are maximizing their learning potential. In ***Personalizing Schools*** (Educational Leadership September 2003), the authors talk about knowing, honoring, trusting and empowering our students as being integral to successful teaching. It is no easy task to create a



Understanding Your Child



classroom or a school setting where each and every student feels validated. Students can feel disconnected from school for more reasons than just being the 'slow' one. In fact, any aspect of being different – race, size, shape, sexual orientation, speech, religion – can create a sense of disconnect that can only be overcome by a caring and proactive teacher.

In a powerful article titled, ***It's Hard to Learn When You're Scared*** (also in Educational Leadership September 2003), the writer points out that we inadvertently contribute to this social stigma when we only put up posters, pictures and displays that rarely include students who are disabled, overweight, of colour and the list goes on. Once again, students internalize the feelings that they do not belong, that they are less worthy than others. For most kids, it becomes personal whether we realize

it or not.

Combine the natural tendencies of insecurity that plague many young people, with the climate of aggression, harassment and put-downs that often permeate our school halls and playgrounds, and it is easy to see why some students do not enjoy school. Teachers must speak up when they hear the put-downs. We must let students know, by our words and our actions, that we respect their diversity and value who they are. When victimized students are asked what they want teachers to do to curb the comments and slurs that hurt kids, they reply simply, "Say something." As one student who left school early due to constant harassment related to his sexual orientation told me, "I think I would have stayed in school if the teachers had said something to make it stop...anything to make me feel that somebody at school cared."

We know the brain ceases to learn when negative emotions get in the way. You, as the teacher, cannot afford to overlook the importance of creating an environment where each student feels safe and able to learn. You have that power, the power to connect with your students on a personal level. Ask me for these two articles to give you some specific ideas, and reach out to your students to let them know you care. That's when the real learning begins.

Beyond Monet

I must recommend the resource shared by author Barrie Bennett at this summer's Developing Successful Schools Institute.

Beyond Monet: The Art of Instructional Intelligence is filled with both theory and practical applications that will help teachers meet the varied needs of students in their classes. Bennett has compiled research and ideas from many sources and includes chapters on



concept attainment, mind maps, multiple intelligences, and learning styles. It is a real compendium of all the current trends in strategies. It is a wonderful resource for teachers and principals.

Depression In Teens

When It Hurts to Be A Teenager (Principal Leadership October 2003) is a great summary of that mental condition - depression - which seems to plague so many young people. The bullet list, ***What You Should Know About Depression***, is filled with useful stats and tips that will be valuable to both Guidance Counselors and teachers and could be useful for sharing with parents.

Ideas for Your Tool Box

Classroom teachers are always searching for ideas for bulletin boards, centers, and classroom management. This two-page write-up called ***Back To School Ideas*** (*NJEA Review*) has great tips and a series of websites where you can download clip art and printables and get ideas for management strategies. This is a great list of resources.



East Meets West

WEA-NB (Women in Educational Administration) recently held its fall

workshop where six New Brunswick administrators shared their insights after a two-week exchange to Edmonton schools. It was fascinating to hear of the similarities and differences in schools, approaches to special needs students, assessment and professional development. In the latter topic, the existence of regularly scheduled early release days for the purpose of professional development and the development

CARE ABOUT KIDS

of collegial study groups had great appeal. Schools also developed Instructional Focus Teams, the purpose of which was to identify a focus for instruction, which would be present in all classrooms in the school, an obvious benefit to student achievement.

The six administrators were quick to point out that the quality of teaching they viewed in Alberta was in no way superior to the work of our teachers here in New Brunswick. The biggest difference related to the class composition which was much more homogenous



out west. As one visiting principal stated, "Our teachers are probably more skilled because they have to be given the wide range of abilities we face!"

Watch for more of the fascinating details from the WEA exchange in a future *NBTA News* issue.

Thank a PD Chair

The NBTA and the Department of Education recently hosted the fall provincial workshop for Branch PD Chairs. Once again I was reminded of the excellent work being done by these teacher leaders in the various branches. This work often goes unnoticed by those of you who do not get a chance to work with them. From organizing branch workshops, to distributing PD grants, to reviewing alternate proposals and working toward building a culture of professional learning, the PD Chair deserves to be acknowledged and thanked.

The best thank you would come in an offer to get involved and support the important work they do.

I urge you to share the belief that professional learning must be a part of what we, as professionals, do on a regular basis.

UNB Children's Literature Calendar Now Available

The Eileen Wallace Children's Literature Collection at the University of New Brunswick, the largest research collection of its kind in Atlantic Canada, has produced a 2004 promotional wall calendar that showcases the depth of UNB's holdings in children's literature.

Entitled *Allow Me to Illustrate*, the calendar contains noteworthy illustrations from picture books spanning the last 150 years.

The collection, endowed by Dr. Eileen Wallace, long-time educator and librarian in New Brunswick, is a core resource for children's literature research in Atlantic Canada and attracts scholars from all over the world.

John Teskey, the director of UNB Libraries, is happy with the exposure this calendar is providing for the collection. "It is wonderful to have a collection in place to support research in all areas of children's literature; these beautiful images are a reminder of the sophistication and artistry in children's picture books. I am certain they will make everyone want to come see the originals," he said.

The calendar showcases Atlantic Canadian artists and illustrators Molly Bobak, Trish Tingley, and Susan Tooke, alongside historical figures such as Beatrix Potter, Randolph Caldecott and Kate Greenaway.

Each month highlights noteworthy events in the world of children's literature and author/illustrator birthdays are noted throughout the calendar.

The final product is representative of the broad diversity of the library's holdings in children's literature.

The calendars are available for \$12 each or three for \$30 and can be purchased at Westminster Books, the UNB Bookstore, and the Harriet Irving Library.

For more information, visit www.lib.unb.ca/collections/clc/calendar.html or phone Rebecca Cornell at 453-4749.

Elementary Council News



Hi everyone! Here we are in November already. Things are really happening with our Elementary Council. On October 3 and 4, our Council executive members met in Fredericton and we have some exciting news about this year's Council Day. It will be held in (ta-dah!) Saint John! This city has wonderful venues that are joined by pedways (who cares if it rains?!) and plenty of underground parking.

We have some wonderful keynote speakers lined up including New Brunswick's own **Sheree Fitch**, who will enlighten our hearts and minds in regards to literacy. She will present in the beautiful Imperial Theatre. We also have **Gayle Gregory** who will be discussing *Differentiated Instruction* at the Marco Polo Room. This room is located at the Trade and Convention Center. Two other presenters who will talk about something that we all should learn about — *WELLNESS*, will be **Alison Hart** and **Lloyd Mallard**. They both will be presenting in the Marco Polo Room and the Loyalist Room at the Trade and Convention Center. Please read future issues of *NBTA News* for updates on Council Day.

Our Council has sponsored three professional development institutes thus far. The first, *Balanced Literacy in a French Immersion Classroom*, was held on Friday, October 17th in Fredericton and was a huge success. Presenter Nancy Boucher provided participants with kits on teaching a balanced approach to literacy with information on levelling books as well. Teachers were pleased with the

information packets they received. Bravo Nancy!

We are also sponsoring the 2003 New Brunswick Physical Education, Health and Recreation Provincial Conference being held November 6 and 7 at UNB in Fredericton. There is still room to sign up, so please contact Garth Wade right away to secure your spot. The keynote address will be given by **Dr. David Scott** of the Faculty of Kinesiology at

activities and provide ideas to bring the new science curriculum to life for both teachers and students. Nutrition breaks and lunch will be provided. Participants must arrange for leave, travel and accommodations. Deadline for registration is November 21. (See page 24)

Have you checked out our web site yet? It's easy! Simply go to www.nbta.ca, click the council

button, then click Elementary Council. That's it! Lisa Kerr is taking your ideas and tips and posting them for us to share. If you've tried something in your class and would like to share your success, or have heard of a great web-site, please e-mail Lisa at kerrlisa@nbed.nb.ca.

Some wonderful things have also been happening in many schools across our province. One such thing was a Family Picnic Day at John

Picnic Day at John

Caldwell School. Colourful quilts, babies in strollers and hundreds of excited children dotted the playground at J.C.S. Elementary students and staff celebrated their fourth annual Family Picnic on October 8. "It's a great opportunity for families to gather at lunch time," says Kathy Soucy, primary teacher and Elementary Student Council Advisor. "It's a fundraiser for the student council and they use funds to support cultural activities throughout the year. The student council members get a chance to hone their leadership and public speaking skills at monthly assemblies and



The fourth annual Family Picnic Day was held October 8, 2003.

UNB. Individual sessions include Gym Gems, Recess Revival, Heart Healthy Kids and Youth, Arctic Games, On the Move - Getting girls active, Gym Ringette, Physical Education Ideas for the Classroom, Ballroom Dancing, Eating for Peak Performance and many more. There is literally something for everyone. If you teach Physical Education or Health, this institute is a must!

Our third institute, *Science is Fun with the new Curriculum* (Grades 3-5), will be held Wednesday, December 3 at the Econo Lodge in Sussex. *Science East* will involve participants in hands-on



we all get to sing our school song, so it really promotes school spirit." With the help of community volunteers, the Home and School Association, and some students from Grade 5, the hotdog barbecue is a huge success! "We so appreciate everyone's support", says Soucy.

We hope you all have a terrific November and look forward to hearing from you. E-mail us if you have any suggestions for next month's Council news or if you would like to highlight something you're doing in your school. Our addresses are:

natalie.richardson@nbed.nb.ca and
debsloan@nbed.nb.ca.

Be proud of what you do!

Debbi Sloan
Port Elgin Regional School

"Even if you're on the right track, you'll get run over if you just sit there."
—Mark Twain

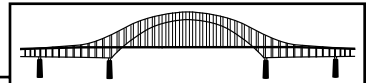


The hotdog barbecue was a huge success.



Hundreds turned out for Family Picnic Day at John Caldwell School.

Middle Level Council News



CONTEST! PRIZES! CONTEST! PRIZES!

POTATO TUNES

THE MIDDLE LEVEL COUNCIL PLANNING COMMITTEE WOULD LIKE TO COMPILE A "POTATO HIT PARADE"

(VARIATIONS ON WELL-KNOWN POPULAR SONGS, BUT WITH A "POTATO TWIST")

"FRY ME TO THE MOON" OR "MONSTER MASH" MIGHT BE TWO EXAMPLES.

WINNING ENTRIES WILL BE ANNOUNCED AND PRIZES AWARDED ON COUNCIL DAY IN WOODSTOCK.

SEND YOUR ENTRIES TO:

MARSHA COUGLE

E-MAIL: COUGMARS@NBED.NB.CA

FAX 506-278-6019

CONTEST! PRIZES! CONTEST! PRIZES!



\$\$\$

Good News!

\$\$\$

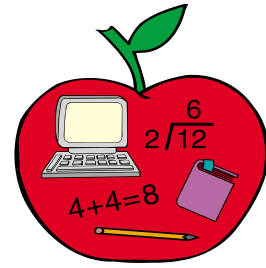
NBTA School-Based Learning Team Grants

Once again this year, the NBTA Middle Level Council has contributed \$1000 to the fund. This money, which is in addition to the 14 SBLT grants already being offered by the NBTA, will enable one more teaching team to benefit from this initiative. The Middle Level Council funding has been specifically earmarked to be awarded to a Middle School team.

Middle Level Council Curriculum Question of the Month

Which Math resource are you using in your classroom?

- Interactions
- Minds on Math
- Quest
- Journeys



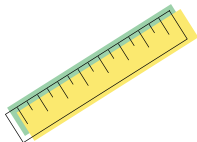
Which of these resources do you feel best prepares your students for “assessments”?

Please indicate the grade level(s) you teach and whether you teach in the English or Immersion program:

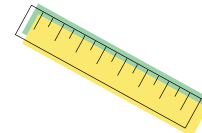
We are also interested in any comments you might have:

We need your feedback. Please fax a copy of this page to Sandy MacCurdy — 506-759-7121.

Be assured that your opinions and insights are valued. They will be compiled and sent to the NBTA Curriculum Committee who will, in turn, share them with officials at the Department of Education.



Thank you for your support.



**“In the Middle of the Valley”
Woodstock, May 7, 2004**

Plans are well underway for our spring conference in Woodstock. This year’s planning committee has already confirmed a large number of varied and interesting sessions. May 7 is sure to provide you with a valuable professional development experience and be a fulfilling personal day as well.

- Enjoy a walking tour of the Loyalist homes of Woodstock
- Canoe the Meduxnekeag River with Larry Harley
- Tour the Sabian Cymbal Factory in Meductic
- Join Linda Maxwell on a tour of Humpty Dumpty Potato Chips in Hartland
- Walk the Maliseet Trail
- Tour McCain Foods in Florenceville — French fry capital of the world



Awards! Awards! Awards!

**Middle Level Council Awards
for Teaching Excellence**

It is not too early to start preparing nominations for the MLC Teaching Awards. Each year on Council Day, we recognize individuals and/or teams who have made significant contributions to their middle school. Many outstanding teachers in middle schools all over New Brunswick are making exciting things happen for their students, their colleagues, and their communities. We want to know who they are so that we may recognize their achievements. Application forms are available on-line at the NBTA website or you may contact any member of the Middle Level Council. In addition to their Council Day recognition, winners receive a plaque and an overnight stay the night before the conference. **The deadline for this year’s nominations will be mid-April 2004.** Begin your application process early. Give yourself lots of time to collect testimonials, artifacts and other examples to help strengthen your candidate’s nomination. All nominees must be members of the Middle Level Council and have made a substantial contribution in one of the following areas: school environment, school spirit, or student learning opportunities.



High School Council News



• High School Council •

President's Message



Randy Hunter

Welcome to yet another school year. Hope this message finds you well.

A special welcome is extended to new teachers.

A welcome is also extended

to our new High School Council member, June MacNairn, and a warm welcome to our veteran members. As published in the last issue of *NBTA News*, our executive now consists of fourteen members,

as indicated at our AGM of May 2003.

Your Council held its first meeting on October 3 and 4, 2003. Once again, a full agenda kept us busy on Friday night and Saturday morning. Meeting dates are scheduled for November 14, 15, February 6, 7, April 2, 3 and our Council Day May 7, 2004.

A reminder that our Council Day is being held in **Moncton on May 7, 2004**. Thursday evening will find us at Bernice MacNaughton High School and sessions will be held there on Friday. Please make your reservations at various hotels/motels as soon as possible.

Our On-Site and Program Committees, along with your High School Executive, have been working diligently to provide you with yet another outstanding professional development experience. If there is a presenter that you would like to see as part of your program or if you would like to make a presentation, please get this information to me, your Program Chair, Shane Hoyt at shane.hoyt@nbed.nb.ca or dorothy.firth@nbed.nb.ca, as soon as possible. This info must be prepared to go to print by the middle of December.

I look forward to once again working with you.

Deadlines for submission of news to NBTA News

- November 14 • December 12 • February 6
- March 5 • April 2 • May 7 (Newsflash - 4p) • May 31

Introducing Our Executive

This year our High School Council has only one new member — June MacNairn. Although June is new to our Council, she is certainly no stranger to our NBTA membership, as she is a past president of NBTA (1999-2001) and has been involved over the years in all areas of local, provincial and national committees.

Ms. MacNairn was born in the Miramichi and has resided in

Riverside for the past 26 years. She received her BA from UNB in 1973, B.Ed. 1981, and her Masters in Education in 1984. Teaching since 1972, June's experience has been extensive, involving service at Miramichi Valley High, Forest Glen and Sunny Brae in Moncton, Marshview Middle School in Sackville, and is currently at MacNaughton High in Moncton.

June enjoys reading, bowling,

playing bridge, and is the proud mother of "Buster" — her NBTA puppy.

June brings a wealth of knowledge and experience to our Council and is indeed a welcome addition to our discussions.



June MacNairn

Spring Conference

MONCTON IS THE SPOT!

In the last issue of *NBTA News*, I inadvertently wrote Miramichi instead of Moncton — my apology. We did indeed have a great conference in the Miramichi, but this spring we will be in the "Hub City". The conference is set for May 7 and Bernice MacNaughton High will be the host facility. On-site liaison is **June MacNairn** and the program chair is **Shane Hoyt**.



Should you have any suggestions for possible presentations, workshops, etc., please forward them to the program chairperson at Leo Hayes High School, fax 444-3031 or shane.hoyt@nbed.nb.ca. We welcome your input.

Our president Randy Hunter has asked me to inform our membership that early booking of hotel accommodations in the Moncton area would be wise as there are other groups meeting in the City the week of our conference. Accommodations may be difficult to arrange if you delay.

Vocational Bursary

Congratulations to Sandra Rickard of Moncton who has received our 2003 vocational bursary valued at \$1,000.00. Sandra is attending UNB where she is completing her Bachelor of Science and intends to further her studies in the area of Food Services.

Curriculum Report

During the 2002-2003 year, the NBTA High School Council Curriculum Committee worked on a number of issues relating to the high school curriculum.

At the beginning of the year, the Committee inquired about possible outcomes from the curricular survey results developed by the 2001-2 committee. The results had been distributed to the teaching membership, as well as the superintendent of each district in New Brunswick. The survey summary was then distributed to the District supervisors responsible for Curriculum in the hopes that they would make more informed decisions based on the survey findings.

The committee spent time discussing a wide range of curricular topics such as

streaming, SEP's, the adjustment of the pass mark from 50% to 60%, the Scraba Report, grade 9 accountability, pilot programs, math curriculum survey, and PD institutes..

At the end of the year, a new focus for the committee was found. It is the lack of curricular content for hard-to-serve students who, in past years, gained valuable education in vocational/business based courses. In the recent times, many teachers as well as parents have conveyed concern regarding lack of some basic skills training such as carpentry, automotive, and business/secretarial.

Of equal concern is the lack of Phys Ed in recent years. It is repeated over and over that society is becoming less and less active and this is leading to

obesity and health problems. Many have asked: "What was wrong with the system that existed 15 years ago?"

The members of the Curriculum Committee are presently looking at these issues and welcome any input or suggestions that the membership may have related to these two curricular areas.

You may contact us with any opinions, concerns or suggestions at jonathan.hunter@nbed.nb.ca or steevlyj@nbed.nb.ca

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

Human Rights Project

by Koral LaVorgna

Most people in New Brunswick have a concept of human rights and the expectation that their rights will be protected. If our rights are violated, we have different means to address such grievances. We can express our outrage through various media or contact the New Brunswick Human Rights Commission. However, there was a time when human rights protections did not exist. How did our ancestors cope with the challenge of living in a society that had not yet embraced tolerance and acceptance of differences? How was life different in New Brunswick before the advent of human rights protection?

The answers to these questions rest with artifacts. Often we see artifacts simply as reminders of our past and how people lived "way back when". These objects, which can delight and amaze us, have the power to transport us back in time. When interpreted from a human rights perspective, artifacts can convey very powerful images. These relics can then reveal what attitudes and beliefs people used to hold more than one hundred years ago.

With funding provided by the Human Rights Program, Department of Canadian Heritage, Koral LaVorgna created a human rights tour for the York-Sunbury Museum

in Fredericton, New Brunswick. The project, entitled *Your Human Rights, Our Heritage*, uses a variety of artifacts to tell the story of our



The Saint John Standard, 1912. These advertisements show that teenagers were still an important part of the workforce.

human rights history. A photograph of workers outside a factory tells the story of child labour as well as a time without workplace safety. One aged newspaper can reveal discrimination against religious groups, whereas another can show antiquated stereotypes. A butter churn or a washboard is suggestive of gender

roles and the division of labour. Through these and other artifacts, participants will explore topics such as slavery, child labour, women's rights, voting, and issues concerning First Nations Peoples. By visiting a time when human rights were not guaranteed, this will not only serve to educate participants about these issues but to raise awareness and appreciation for the rights they now hold.

Since human rights is an ageless issue, this tour has been designed for all grade levels. Age appropriate quizzes and activities have been designed to measure a student's knowledge of human rights and our history. As such, this interactive tour also provides teachers and students with an opportunity to explore little known aspects of our past.

The *Your Human Rights, Our Heritage* project was launched on New Brunswick Human Rights Day (September 15th) and continues until Human Rights Day (December 10th, 2003). Tours are being offered free of charge on Tuesdays, Wednesdays, and Thursdays at the York-Sunbury Museum and tours must be booked in advance. For further information on this educational program, to order a free information kit, or to book a free tour, please contact Koral LaVorgna at the museum at (506) 455-6041 or via email at koralj@hotmail.com

The Charter Challenge 2004

This is a joint project with The Education Network of Ontario and the Ontario Bar Association as part of the 2004 Law Day Program. The Charter Challenge is an online simulation for high school students across Canada. It has been created to help students gain a better understanding of the Canadian Charter of Rights and Freedoms. It involves students in a collaborative, decision-making situation based on a real-world scenario. Activities are tied directly to provincial curricula. The target audience is high school students in Grades 9-12.

Program Objectives

- to increase students' understanding of The Canadian Charter of Rights and Freedoms
- to provide opportunities for Canadian students to work collaboratively in resolving fundamental rights, freedoms and human rights issues
- to involve expert mentors from the legal community in the process of solving the problem scenario presented to students
- to use the Internet to allow students across the country to share ideas, debate human rights

- issues and provide peer feedback
- to use technology to allow students, mentors and members of the legal community to participate in a videoconference event in conjunction with Law Day activities in Canada (April 14, 2004)

Students will use the project web site <http://lawday.enoreo.on.ca> to gather information, share ideas and debate the issues in the online environment. Expert mentors will provide feedback throughout the project. This will provide them with

the necessary background information and a variety of legal opinions on the topic. A new scenario will be available for the 2004 project but last year's scenario is there for your interest.

The final activity in this year's project will be an online videoconference event that will take place on April 14, 2004 as part of the Law Week activities across the country. The videoconference event will involve an expert panel in Toronto working with students in several locations in Canada. Students will prepare a formal presentation describing their

solutions to the original problem that they have researched and debated prior to the videoconference presentation. This will be shared with other participants in the project. Students will then have the chance to receive advice and feedback from the panel. The expert panel will include members of the judicial system and representatives of the various interest groups involved in the simulation.

There is no cost to the program. You and your students will be provided with an account on the Education Network of Ontario system in order to access the

activities. The project will run from January - April 2004. Registration for the project is available at: http://lawday.enoreo.on.ca/lawday_reg.htm

For additional information, please contact: Sheila Rhodes, Student Projects Coordinator, Education Network of Ontario, 20 Toronto Street, Suite 400, Toronto, ON, M5C 2B8.

Direct: 416-848-4813, Main: 416-848-4800 or 1-888-556-2012, Fax: 416-640-0245, sheirhod@enoreo.on.ca www.enoreo.on.ca

School-Based Wellness Program District 2 Wellness Fair & Coffee House

On September 24, District 2 wellness representatives met in their largest turnout ever. Following their autumn meeting, they had a BBQ at the Rotary Lodge in Centennial Park, Moncton.

The BBQ gave the wellness representatives a chance to network, exchange ideas and enjoy eating in the warm sunshine we experienced late into October this year.

The evening followed with a Wellness Fair where twenty booths of a cross section of interests displayed their services for teachers. Included in the booths were: massage therapists and an acupuncturist giving demonstrations, nutritional consultants, experts in gardening, bridge, quick and easy entertaining, NBTA pensions and NBTA Credit Union, the Heart and Stroke Foundation, Professional

Counselling Service for Teachers, the Employee and Family Assistance Program, and others.

After the Wellness Fair, a Coffee House featuring teacher-talent had us singing and swaying to the music. Some teachers even got up to dance.

The event was a big success. Thank you to all the volunteers, wellness presenters, and performers who made it possible, especially John Grimmer, Wellness Facilitator for District 2, who organized it so well.



Wellness representatives enjoying BBQ in the sun.



A registered massage therapist demonstrates techniques to relieve stress

Mind, Body, Spirit...



Carole Murphy from the YMCA answers questions about her program. Photo of new Moncton YMCA under construction is displayed.

How To Apply For An Educational Improvement Grant

(a step by step guide to accessing funds)

1. Get a copy of the purple application form. Ask your school rep, your principal or go to www.nbta.ca and click on the PD Button. The form is there and may be downloaded.
2. Read the guidelines on the back of the form carefully. (in fact, read them twice!)
3. Complete the form checking off either a Provincial Grant and/or a Council grant (the same form is used for both!)
4. Give an estimate of the costs involved....you don't need to worry about accuracy at this point.
5. Make sure the form has all the appropriate signatures: yours and either your principal (if the conference is IN province) or someone from the District Office (if the conference is out of province). The application cannot be processed without these signatures!
6. Attach a copy of a write-up, description or brochure giving details of the conference or professional learning opportunity.
7. Make certain that the NBTA office receives the application (by fax, mail or hand-delivery) BEFORE the conference begins. (We realize that sometimes teachers find out about opportunities at the last minute so we can be a bit flexible with the amount of time before the event, but we CANNOT accept an application that comes in after the event begins!)
8. Do not rely on the District office to forward the application form to the NBTA office...it just might get buried in a pile!
9. We will send you a confirmation of your grant with the amount for which you are eligible.
10. Once you have received confirmation of your grant, save the PINK form which we send you to record your actual expenses to participate in the professional learning opportunity.
11. Save all receipts for gas, registration, air fare, hotels, parking etc. (If you do not submit the receipt, we cannot include that expense in your total!) You do not need meal receipts; there is a prescribed per day amount for meals which you may claim.
12. Send the pink form and all the receipts to the NBTA Central Office where we will calculate your allowable expenses and determine the amount of your grant, which will be based on 50% of those expenses. (example: you have expenses of \$700, we send you a cheque for \$350).
13. We then inform the appropriate Council of this amount and the Council will send a separate cheque of up to \$400 to cover additional costs. (Note: This is only applicable IF you were eligible for a council grant, or IF there was still money in that fund when you applied. You will be told when you apply whether you will receive grants from one or both funds.)
14. Please note the guideline that points out that grants may NOT be applied to university courses or any other work that relates to your certification. The NBTA/Department of Education Educational Improvement grant is a wonderful opportunity to support your professional learning! Make use of it!



Wellness Highlights

PROFESSIONAL COUNSELLING SERVICE
FOR TEACHERS



TEACHER COUNSELLING SERVICES

Ann Kennedy, Districts 14, 17, 18

1-800-561-1727

Betsy Colwell-Burley, Districts 6, 8, 10

1-800-563-3938

Thérèse Gallant, Districts 2, 15, 16

1-888-763-5050

Time Management...

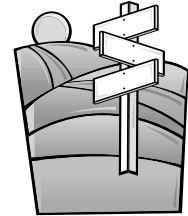
"Control your own destiny or someone else will."

- Tichy & Sherman

Myth - Just go with the flow or roll with the punches and it will all work out.

Fact - If you don't know what your goals are, then any road will take you to them.

People who have specific, focused goals accomplish more. Remember, if you don't know what your values or goals are, you might end up living your life based on someone else's.



Try This - Find a quiet place, and set aside some uninterrupted time to think and plan. Ask yourself, "Am I doing what I want to do?" If not, what would I like to do? In a blank sheet of paper, jot down several areas that are important to you, such as; career, family, health, personal development, and friends. Set a three year goal for each. Then take another sheet of paper and write down what you'll need to do in each area for the next six months to get you well on your way to meeting your three year goals.

Base your weekly and monthly plans on these goals and stay focused. It's much easier to say no to requests when you know where you're headed and why.

Doing More With Less: How to Get Control of the Time You Have
By Sylvia Patzlaff

Time Saver Tips



- Set priorities •
- Have realistic, achievable goals • Make "to do" lists and use workplans and calendars •

— Goal Setting —

Step 1:

- Make goals specific & measurable •
 - Be flexible •
 - Put your goals in writing •
- Break big goals into smaller ones •
- Cross off your goals when you accomplish them •

Step 2:

- Set Your Priorities •

Step 3:

- Stick to Your Priorities •

Step 4:

- Develop a Plan of Action •

REAL LIFE ADVENTURES



How can you develop a five-year plan when you can't come up with a five-minute plan?



QUE PEUX-JE GAGNER?

Chaque élève lauréat, accompagné d'une personne adulte :

- gagnera un voyage à Ottawa, tous frais compris (transport, logement et repas)
- participera à une cérémonie de remise des prix et à une soirée culturelle qui se tiendront à Ottawa en février 2004
- recevra une attestation de réussite, des prix ET BEAUCOUP PLUS ENCORE!

LES CATÉGORIES

Une gagnante ou un gagnant sera choisi dans chaque groupe d'âge, soit des 9 à 11 ans, des 12 à 14 ans, et des 15 à 18 ans, et dans les catégories suivantes :

Meilleure composition ou meilleur récit en anglais
 Meilleure composition ou meilleur court récit en français
 Meilleur dessin

NOTE : Afin de souligner le 400^e anniversaire de l'arrivée du premier Noir au Canada, Mathieu Da Costa, nous attribuerons un prix spécial, parmi les œuvres gagnantes et tous groupes d'âge confondus, à la meilleure composition ou au meilleur court récit en français, et à la meilleure composition ou au meilleur court récit en anglais, qui célèbrent une Canadienne ou un Canadien noir.

DATE LIMITE - LE 5 DÉCEMBRE 2003

La date limite pour soumettre ton œuvre, accompagnée de la *Formule de consentement*, à la Fédération canadienne des enseignantes et des enseignants est le **5 décembre 2003**, le cachet de la poste faisant foi.

WHAT DO I WIN?

Each winner, accompanied by a parent/guardian will:

- win a trip to Ottawa, transportation, hotel and meals
- attend an Awards Ceremony and a cultural evening in Ottawa in February 2004
- receive a Certificate of Achievement, prizes AND MUCH MORE!

THE CATEGORIES

One winner will be selected from each age group: Ages 9-11, 12-14 and 15-18 from the following categories:

Best Essay or Short Story in English
 Best Essay or Short Story in French
 Best Artistic Representation

NOTE: To recognize the 400th Anniversary of the arrival of the first Black man in Canada, Mathieu Da Costa, we will select for a special award, among winning entries and all age groups combined, the best essay or short story submitted in English, and the best essay or short story submitted in French, that celebrate a Black Canadian.

DEADLINE - DECEMBER 5, 2003

Entries accompanied by the Consent Form must be sent to the Canadian Teachers' Federation and postmarked no later than **December 5, 2003**.



Canadian Teachers' Federation
 Fédération canadienne des enseignantes et des enseignants
 2480, promenade Don Reid Drive, Ottawa (Ontario) K1H 1E1
 Tel / Tél. : (613) 232-1505 Fax: (613) 232-1886
 Toll Free / N° d'appel sans frais : 1 888 283-1505 / www.ctf-fce.ca
 Information : jgall@ctf-fce.ca or/ou slane@ctf-fce.ca



Canadian Heritage
 Multiculturalism

Patrimoine canadien
 Multiculturalisme

School District 18 and NBACL Providing More Information to Parents on Inclusive Education

A provincial organization which supports families and works to ensure over 15,000 New Brunswickers with an intellectual disability are included in mainstream society wants more parents and teachers to have its information on inclusive education.

The New Brunswick Association for Community Living (NBACL) is providing its resource manual "Achieving Inclusion - A Parent Guide to Inclusive Education in New Brunswick" free of charge to parents who have school-aged children with an intellectual disability. As a cost recovery method, NBACL had been charging \$20 per manual, which was launched three years ago. NBACL re-launched the manual at the School District 18 office today as part of Community Inclusion Month activities.

"The manual has been endorsed by School District 18's Student Services Review Committee which NBACL is a member of," said Executive Director Krista Carr.

Eight of the committee's recommendations were submitted to the District Education Council. One of the recommendations is for NBACL to provide its inclusive education guide to all Resource Teachers in the district and as many parents as possible.

"The DEC is to be commended for wanting to provide as much accurate information to parents as possible," said Ms. Carr.

The manual includes a history of integration/inclusion in the province, explanation of the law,

ways to plan for and support inclusion, how to modify curriculum, planning for transition from school to work, strategies to address challenging behaviours, and what to do if you do not like what is happening.

The Student Services Committee has also developed a brochure for parents outlining programs and services for students

experiencing difficulties. The brochure reviews for parents what steps can be taken, what resources are available and how to access those resources.

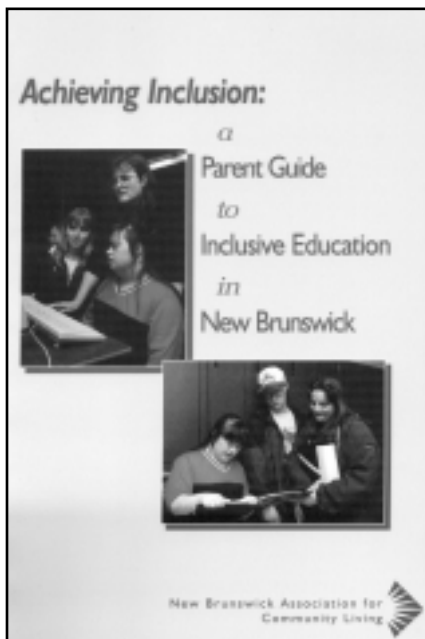
"Since making this brochure available at the beginning of the year, parents are finding it very helpful in knowing where to start when they think their child needs help," said District 18 Superintendent Alex Dingwall. "We want parents to have as much information as possible and we also want them to know that educating

students is a partnership with all those involved including parents," continued Dingwall.

Carr said full inclusion is more than having students with exceptionalities in the regular classroom.

"It's about looking at ways our schools, classrooms, programs and lessons are designed so that all children can participate and learn together," said Ms. Carr. "It is also about finding different ways of teaching so that classrooms actively involve all children. It develops friendships, relationships and mutual respect among children with a disability and their schoolmates. Inclusion enhances the lives of people with an intellectual disability. It also teaches those without a disability how to accept, understand and support others," continued Ms. Carr.

NBACL was formed in 1957 and has 20 local branches in the province. For more information on all of NBACL's resources and manuals contact 458-8866 or toll free 1-866-NBACL-4U (1-866-6222548).



Have You Visited The Link Website?

If you have, please help the website developers know how *The Link* has helped you by completing the online survey at the URL below:

<http://www.unb.ca/extend/thelink/survey>

The Link website is a free online resource for teachers in New Brunswick who are currently using or considering the use of information and communication technology (ICT) in the classroom. The site has been available since June 2003 and is part of a project involving the NBTA, UNB and several other partners. If you haven't visited *The Link*, you can access it on the Internet at the following location: <http://thelink.unb.ca>

Foreword to Report on CTF International Programs 2002-2003

Together is an annual collection of images and voices of CTF international cooperation. The report covers the period from April 1, 2002 to March 31, 2003. As Canadian teachers and overseas partners continued to work together to promote the quality and reach of public education.

As clouds hang over a post-war Iraq, divisive debates fuel disparate alliances on a number of issues. What we now desperately need are "alliances of the thinking".

International teacher networks are vital to the process. Who better to be

thinking about the future than those concerned with access to quality public education, than those responding to the professional and welfare needs of educators, than those working day by day with the children of the world. Who better to spearhead action for a healthy world but teachers.

"Education for All" is not only a campaign phrase, but a living commitment to the future that has been at the foundation of CTF's work for over eighty years, and actively shared with developing country teachers for more than forty. While

countries vie for international support and rewards based on "fast track" achievements, teachers are doing more than counting enrolment figures. They are counting lives. They know many of the benches will stay empty as students

head households when adults succumb to AIDS. They know that education for girls is still perceived as a luxury to many. They know children have become soldiers or labourers or sex slaves or street kids or AIDS orphans. They know that many family hopes will evaporate like pipe dreams during the famines, wars, droughts, and waves of social, economic and political upheavals that sweep through on winds of change. They know the challenges of "Education for All". They often know too much.

But they rise to those challenges. In their classrooms, in their communities, through their teacher organizations. We are continually humbled by the determination and achievements of our teacher partners. Despite few resources and poor working conditions, they continue their vocation. In the spirit of Martin Luther's famous declaration: *Here I stand. I can do no other. I must teach.*

They are thinkers. They are doers. They are our partners, and we are proud to work **together**.

Barbara MacDonald
Director, CTF International Programs

Head of the class.

Johnson – Committed to Canadian Educators.



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This is a great opportunity for those teachers who want to experience a new culture and teach with other colleagues from around the world.

Plan to attend the **SEARCH Associates** international job fair in Toronto Feb. 13-15 where over 50 schools from around the world will be recruiting teachers for the upcoming (Aug 2004) school year.

To attend any SEARCH Associate fair is by invitation only. Please apply early.

For more information you can contact
Ray Sparks at raysparks@eastlink.ca
or visit our website
www.searchassociates.com



Science is Fun with the New Curriculum For Grades 3 – 5

When: Wednesday, December 3, 2003, Sussex, N.B.

Facilitator: Science East

Target Audience: Grades 3-5 Science Teachers



This full-day session will explore hands-on activities and ideas to bring the new science curriculum to life for both teacher and student.

The Elementary Council covers all on-site costs. Lunch will be provided on-site. It is the responsibility of each participant to arrange for leave, travel, and accommodations.

Maximum Number of Participants: 30

**** This is an NBTA-sponsored institute; therefore, priority will be given to NBTA members; non-members attendance dependent on space availability.****

Registration must be received by November 21, 2003.

Please forward to: Sandra Tingley
Sussex Corner Elementary School
12 Dutch Valley Rd., Sussex Corner, N.B.
E4E 2Y1



Science Is Fun with the New Curriculum Grades 3-5
Wednesday, December 3, 2003 — 9:00 am - 3:00 pm — Econo Lodge, Sussex

Name: _____

Teaching Assignment: _____

School: _____ District: _____

Home Address: _____

Tel #: Home _____ School _____

E-mail: _____

Elementary Council Member: yes ____ no ____



Participants will receive confirmation that registration has been received.



Please refrain from wearing scents.
Thank you!

Telling It Like It Is: The Mathematics Survey

By Melinda Cook, Director of Finance and Administration

In recent years, the NBTA Board of Directors has discussed a variety of issues related to the mathematics curriculum. Although the concerns from Directors clearly indicated that there were problems with the New Brunswick mathematics programs, the anecdotal reports simply did not clarify the nature of the problems. The Board of Directors voted in April 2002 to survey the membership.

Since the goal of the survey was to identify issues and effect change within our mathematics programs, the Department of Education was invited to partner with the NBTA in the project. The partnership has been a tremendous success. It represents a level of cooperation between education partners that is leading edge within Canada.

The survey consisted of six sections: demographics, curriculum, resources, implementation, perceptions and comments. The demographics section provided information that allowed the results to be analyzed according to a number of different criteria. For example, while we first examined a master list that included results from all respondents, we are also in the process of analyzing the data according to grade level, immersion/core, texts used, district, and years of experience; and the

analysis continues. From the analysis to date, we were able to identify areas of concern and specific issues which demand action.

The response was overwhelming. The response rate on the survey was 64%, which is a very high return rate for such an undertaking. Not only did teachers take the time from their

very busy lives to answer the forty-seven questions in the survey, but approximately half of the respondents also included comments. These comments

ranged from a two-word "thank you" to several pages of typed information. While the survey was carefully worded to reveal rather than establish concerns, the comment field allowed teachers to establish concerns. With the professionalism that is a hallmark of educators, teachers spoke clearly and passionately, and provided compelling results.

Given the tremendous quantity and quality of information provided by teachers, the Curriculum Committee had no choice but to

adopt a timeline that allows for several months of analysis, development of recommendations, and responses. Even though the database containing responses was completed in April 2003, the final report will not be released until April 2004. The project is simply too large to be completed any sooner.

Although we do not yet have a report to release, the impact of the work may already be seen in the classroom. While a formal response from the Department of Education will be contained in the final report, the Department is already acting on the information. Evidence of this may be found in the five additional learning team grants that have been made available for the study of mathematics, and in the rescheduling of the Grade 3 and 5 assessments to later in the school year.

In the survey, teachers were telling it like it is. They provided a clear picture of the current issues, problems, and successes in mathematics education in New Brunswick. By now giving the NBTA Curriculum Committee a few more months to develop the big picture and the Department of Education a few more months to respond to that picture, we can ensure that the final report will also tell it like it is.



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Definition of “spouse” and the Teachers’ Pension Act

by Larry Jamieson, NBTA Director of Teacher Welfare Services

In section 1(1), the *Teachers’ Pension Act* of New Brunswick defines the term “spouse” in the following manner:

“spouse means spouse as defined in the *Income Tax Act (Canada)*...”

Until recently, the *Income Tax Act (Canada)* stipulated that a spouse was “a person of the opposite sex to whom a person was legally married, or with whom a person was living and a child was born from this union”. The federal government has modified this law and now defines the terms “spouse” and “common-law partner” separately. For income tax purposes, a “spouse” is someone to whom an individual is legally married. The term “common-law partner” applies when an individual lives with and has a relationship with a person of the opposite or same sex who is not a spouse (as defined above) and to whom at least one of the following applies. The person:

- is the natural or adoptive parent (legal or in fact) of the individual’s child;
- has been living and having a relationship with the individual for at least 12 continuous months; or
- lived with the individual as the individual’s spouse or common-law partner for at least 12 continuous months.

Since the *Teachers’ Pension Act* of New Brunswick only makes reference to “spouse” as defined in the *Income Tax Act (Canada)* and the *Income Tax Act (Canada)* now narrowly defines “spouse” as a person with whom you are legally married, there is a significant implication for the provision of survivor (death) benefits under the *Teachers’ Pension Act*.

The staff of the Public Service Employees Benefits Division, Office of Human Resources, Province of New Brunswick (Pensions Branch) has advised us that under the current wording of the *Teachers’ Pension Act*, in the event of the death of a teacher, the only person who

could receive the spouse’s survivor (death) benefit is one linked by legal marriage. This has the potential of having a serious financial implication for many of our members who are involved in common-law relationships.

The current reality is that a legally married spouse would receive a survivor (death) benefit as long as they live. However, any person living in a common-law relationship has no legal right to the pension of a teacher as a surviving spouse as provided by the *Teachers’ Pension Act*. The only way a common-law partner could receive any benefit from the teacher’s pension plan would be through the teacher’s estate. This would be an amount equal to the contributions plus interest made by the teacher to the pension plan. If the teacher had retired and received in pension payments an amount equal to or greater than their contributions plus interest, then the surviving common-law partner would receive nothing from the teacher’s pension plan.

In order to correct this problem, an amendment would have to be submitted to the Legislative Assembly to change the *Teachers’ Pension Act* to provide for survivor (death) benefits to a legally married spouse and a common-law partner as defined in the

Income Tax Act (Canada). This could only happen when the Legislative Assembly is sitting, at the earliest in December or in the spring of 2004.

As a result, the Co-Presidents of the New Brunswick Teachers’ Federation, Gilberte Michaud and Brian Bawn, have forwarded a letter to the Minister of Human Resources, the Honourable Rose-May Poirier, to inform her of this problem and to determine if changes are to be made to the *Teachers’ Pension Act* so that the rights of teachers will be protected. To date, there has been no response to this letter. The Federation will continue to press for changes in this issue.



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Announcements

New Online Resource Available for Teachers

A new online resource is now available for teachers currently using or considering the use of information and communication technology (ICT) in the classroom. "The Link" website (<http://thelink.unb.ca>) contains information and professional development resources designed and developed by the College of Extended Learning through a project jointly sponsored by the New Brunswick Teachers' Association (NBTA), the University of New Brunswick (UNB), the Mi'kmaq/Maliseet Institute (MMI), the New Brunswick Community College (NBCC) and the Office of Learning Technologies (OLT). The New Brunswick Department of Education has also contributed to the project.

Designed to build and strengthen communities of practice, The Link features profiles of New Brunswick educators, interesting articles, asynchronous web discussion, tutorials, downloadable documents and much more. A variety of resources have been created for educators with varied learning styles and experiences with information and communication technology.

Student Contest on Canadian Law Reform

The Law Commission of Canada is launching its third annual Roderick A. Macdonald Contest on the theme "Work that Works!" The contest is to help promote students' interest and participation on Canadian law reform. Entries can be made in either of two categories: *Written* — collection of personal stories or interviews, diary, short story, or research report; *Visual* — video, photo journal or visual art with captions/quotes, or poster. The contest is open to all students in their last two years of high school. Where a teacher has submitted a first prize-winning entry, the Law Commission of Canada will contribute a matching prize to that school.

The deadline is 5 pm, April 30, 2004. Further information and detailed rules are available from the website at: www.lcc.gc.ca

Free Teaching Resources

The Environment and Plastics Industry Council (EPIC) has developed a web site devoted to the educational community. The site offers teachers access to proven, curriculum-based resources and have been developed in partnership with teachers. Many of these resources may be downloaded directly from the web site such as the *Elevated Wetlands* curriculum for middle school teachers or the *Virtual Classroom* curriculum written for the high-school level. Others, such as the *Kids Can* anti-littering activity book and the *How a Pop Bottle Becomes a Fleece Pullover Recycling Poster*, can be ordered directly online - again free of charge.

For further information, visit www.plastics.ca/teachers or e-mail Michelle Keeble at: mkeeble@cpia.ca

Attention Fish Friends Teachers!! Last Minute Reminder!

Yet another year of Fish Friends will soon be underway! To ensure that all interested teachers receive their eggs on time, we need to update our database. To do this, could all teachers who participated last year, please contact Amanda McGuire at (506) 529-1384 or via email at asfcc@nbnet.nb.ca to let us know the following:

- Can we look forward to having you participate again in 2004?
- If you will be participating again, has your contact information changed? (We like to use e-mail to correspond, so an address where you receive your e-mails regularly would be great)
- If you are not participating, please let us know. If there will be a teacher taking over the program for you, please advise us as we will change this information in our database.
- Would a *Fish Friends* workshop for interested and participating teachers in your area be beneficial?

We are looking forward to a great *Fish Friends* year, with lots of happy fish, happy kids and educated minds!



NBTA Credit Union Annual General Membership Meeting

November 19, 2003

7:30 p.m.

NBTF Building
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Fredericton, NB

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Hours: Monday to Friday, 8:30 a.m. - 4:30 p.m.