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NBTA NEWS

NEW BRUNSWICK TEACHERS' ASSOCIATION



**Peter Lagacy
Elected NBTA
Vice President**

AGM Resolution Results

NBTA Award Winners

2021 Retiring Teachers



Your NBTA, Your Magazine

Have you ever thought about writing something for the *NBTA News*? If so, we would love to hear from you! We are always looking for interesting articles, stories or information about the amazing activities taking place in your schools. This magazine belongs to you, the members of the NBTA. Your submissions are essential in making this the best publication possible.

For more information about the *NBTA News* or to submit an article, contact Chantal Lafargue, editor of the *NBTA News* by email at chantal.lafargue@nbta.ca or nbtanews@nbta.ca.

We look forward to hearing from you!

Upcoming Deadlines:

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Message from the President



Upon reflection, it is inconceivable that the past two school years felt as though they simultaneously hurtled by and were at a standstill, due to the blurring effect of the pandemic. The first seven months of my presidency were eventful as we had an active Minister of Education who had written a Green Paper, hosted an Education Summit, conducted a provincial teacher and public consultation tour, and initiated a French Second

Language prototype project. During this time, we advocated for improvements to classroom conditions and increases to human resources to meet the needs of the most inclusive education system in the country. Finally, we maintained the stance that funding for any new government initiatives in schools must ensure that existing resources are not redirected away from schools.

Then, in March 2020, a State of Emergency was declared in New Brunswick and every aspect of our lives changed. We all had to learn how to work in a world that was indeed, altogether different. Teachers immediately switched gears to feed our most vulnerable, our homes became our classrooms, and teachers welcomed back students into our schools in a completely new manner. I have witnessed firsthand the resiliency, creativity, and passion of New Brunswick teachers as you worked tirelessly to ensure that your students felt safe and that they received the best education possible during this unprecedented time. I thank you for your dedication and commitment to your students throughout the pandemic.

This school year and last, teachers have had to adapt to numerous changes at a moment's notice, oftentimes learning about them in press conferences or on social media! There have been numerous changes to color phases, changes to instructional models in the color phases, changes in technology, changes in curriculum and assessment, changes in operational plans, and the list goes on. The only constant you had was change! Elementary supervision increased exponentially, high school teachers tackled hybrid learning, and middle school teachers had full class sizes with no social distancing. Throughout the pandemic, your team here at the New Brunswick Teachers' Association voiced your concerns about teaching and learning conditions, health and safety, teacher and student mental health with the Minister of Education and staff at the Department of Education and Early Childhood Development, District Superintendents and staff, politicians, Public Health, the Chief Medical Officer of Health, and WorkSafe New Brunswick. As your official spokesperson, I expressed these concerns in over 160 interviews with the

media. Throughout this pandemic, your NBTA staff has seen your commitment to the students of the province, and have been committed to advocating for you.

When I ran for the presidency of the NBTA, I campaigned on a "Strong Voice for Teachers" and I have relied on your voices extensively over the past year in my meetings with the various stakeholders and decision makers referenced above. As we begin the transition to your next President, Connie Keating, and her newly-elected Vice President, Peter Lagacy, I would like to forecast some of the challenges on the horizon. This pandemic is not behind us yet. As we enter the Covid Recovery Phase, it is critical to identify and understand the residual effects of the pandemic on our work as educators. For example, this experience has highlighted the critical need to address teacher recruitment and retention in New Brunswick. Further, how will teachers be supported in addressing the numerous learning gaps caused by interrupted learning and students' mental health challenges? How should teaching, learning, assessing and interacting with students and families look, now that we have been expected to work differently? Which measures will we, the teachers of the New Brunswick, require from the education system to support us in our work to respond to the needs of all learners, so that we address the countless inequities faced by children and youth in New Brunswick? In the past, we have called for stability and investments in the system, and these appeals will continue.

Your Association is also well-positioned to reflect upon some of the challenges and opportunities presented by the pandemic in terms of service delivery and modes of engaging with members. There are some lessons learned and adaptations forced upon us by the pandemic that may be beneficial going forward. For example, virtual collaboration and/or professional learning may afford some members different opportunities to benefit from services or engage in the activities of the NBTA. During the pandemic, the NBTA moved to including online offerings of pension seminars and professional learning, virtual question and answer sessions and election campaigns, virtual branch meetings and AGMs. In some instances, we had record numbers of attendees. While many of us may be facing screen time fatigue in the absence of the ability to travel and spend time beyond our bubbles, once we are able to resume human-to-human connections we are also left with openings on the horizon to explore new ways to contribute to and benefit from the work of the Association.

You, the teachers, have played a crucial role in New Brunswick's response to the pandemic! I am proud to have served as your President and I thank you for allowing me to be your voice. You are the absolute foundation of the education system here in New Brunswick, any and all of the successes achieved is because of your work as Dedicated NB Teachers.

A stylized, handwritten signature in black ink, appearing to read 'Rick Cuming'.

NBTA Executive Director's Report 2020-2021

by Larry Jamieson, NBTA Executive Director



As I sat down to prepare this, my final Annual Report as NBTA Executive Director, I reflected on the past fifteen (15) months and the challenges, uncertainty, fears, and frustration that have characterized this period we have just lived through – and that we will continue to deal with in the coming months. The COVID-19 pandemic has created the most difficult period that any of us has ever experienced – especially as it relates to the delivery of public education. In the sections which follow, I will address the organization's opera-

tional shifts that were made as a response to the pandemic, summarize the issues facing New Brunswick's teachers and our organizational response, speak to our strengthened relationships with our partners, and offer some parting thoughts.

Operational Shifts

Suffice to say, that it has been another very busy year – let me say two (2) years, since we were not able to hold an Annual General Meeting in 2020. The pandemic and resulting emergency order of the Province has forced us to re-think virtually every “practice” and “procedure” that we had as an organization, including my retirement, which has been delayed by a year – I will come back to this later.

From a Governance perspective, every Executive Committee meeting, with the exception of three (3), all Board of Directors meetings, nearly all Committee meetings, all Branch Rep Council meetings, Council AGMs, all of our Branch AGMs and the Provincial AGM have been held virtually. This year's NBTA election campaign was also completely virtual. I offer my congratulations to Peter Lagacy on his election as NBTA Vice President for 2021-22 in a very competitive three-way race this spring. I also thank Jason Green and Dan Patterson for stepping forth and offering your services to this Association.

Furthermore, the NBTA service model was adjusted to include virtual professional learning opportunities, retirement seminars, pension consultations, teacher support and outreach, counselling sessions, and celebrations of milestones. Inevitably, the pandemic has prompted us to adopt new technologies and to modernize our operational approaches. Some notable highlights are the finance team's fine-tuning of the digitization of the NBTA annual budget, the communications team's efforts in revamping the NBTA website and expanding the Association's social media presence, and the commitment of the professional learning (PL) team to automatizing the Educational Improvement Grant Process, which will facilitate the disbursement of all NBTA PL funds through one online application process.

The NBTA Board and staff continue their work as outlined in the October 2018 Final Report of the Structure and Services Committee. Of the fifty-three (53) recommendations, Board members accepted all but twelve (12). To date, actions on thirty-one (31)

recommendations have been completed, five (5) have actions pending, including the Branch re-organization recommendations and five (5) continue to have follow-up that is required. One notable outcome was an in-depth review of the POINT Program. The POINT program offers both human and financial supports to early career teachers so they can continue on a confident and healthy professional growth path. As a result of the review, twelve (12) recommendations were eventually considered and approved by the Board of Directors; these recommendations will bring exciting changes to NBTA's early career program beginning in September 2021.

In addition to this program refresh, the NBTA Supply Teacher Committee was involved in a project throughout 2020-21 with York University aimed at identifying potential solutions to the provincial supply teacher shortage. The objectives of the project were to analyze the data from the current state and provide recommendations of future data to capture and analyze. The final report was presented to the NBTA Supply Teacher Committee on March 23 and included sixteen (16) recommendations in areas of technology, resource pool, staffing process and teacher satisfaction. Work on the recommendations will continue in September.

The Professional Counselling Service for Teachers began the year with our three (3) teacher counsellors providing personal counselling services, crisis intervention and leading the provincial wellness program for the anglophone teachers in our province. This is a challenging task in a good year, however, it has been a daunting one during a school year dominated by Covid-19. In early 2021, EECD agreed to a memorandum of understanding that will provide for three (3) additional teacher counsellors for the NBTA program. Although these are term secondments until the end of June 2022, we are hopeful that the additional positions can be negotiated as part of the new collective agreement.

Regrettably, the provincial Retiring Teachers' Luncheon has had to be cancelled for the second year in a row. We are optimistic that we will be able to host this event next year, at which time we will celebrate all those who have retired in 2020, 2021 and 2022. NBTA branches have been extremely creative in how they have been trying to honour their retirees during this pandemic.

Issues

Unfortunately, the pandemic has limited our ability to meet face-2-face and interact with our members as we have in the past, although with the use of technology, we have continued to have robust and valuable discussions on a variety of issues important to our members. Class bubbles, increased supervision, blended learning, masking requirements, compressed or reorganized curriculum, at-home learning are only a few of the numerous issues you have faced as this pandemic has unfolded. We have lobbied, cajoled, and had many tough conversations with EECD senior staff, Public Health, and School Districts on a weekly, if not daily basis. Alongside this work, your NBTA President, Rick Cuming, continually advocated for teachers both behind the scenes and through mainstream media.

NBTA Executive Director's Report 2020-2021

Additionally, your professional association has been involved in curriculum discussions in several different ways. The Enhancing Learning and Working Conditions Committee (ELWE), of which curriculum is a significant component have engaged in curriculum discussions including challenge for credit; experiential learning; prioritized curriculum; curriculum redesign; the Building Blocks of Reading; and specialist subjects. The information from this committee work is invaluable to NBTA staff when participating in discussions regarding the Green Paper consultations, Bill 35, and EECD policy revisions. NBTA also has a seat on the Provincial Curriculum and Evaluation Advisory Committee (PCEAC), where recommendations pertaining to curriculum development, pilots, implementation and resources are outlined and recommendations are made to the Minister of Education. This work also includes connecting with both the EECD Director of Curriculum and the District Directors of Curriculum and Instruction.

Under the umbrella of the ELWE committee, the Association also addressed the growing complexities of education support services (ESS) for students. The ELWE ESS Committee became a conduit for the sharing of information between decision makers at the Department of Education and classroom teachers. *The Learning From Home Plan for Vulnerable Students* became an area of focus for the ELWE ESS Committee, which presented seventeen (17) detailed concerns in the areas of teaching and learning, mental health of students and teachers, system logistics and communication. The ESS committee also engaged in multiple comprehensive discussions with EECD regarding the review of Policy 322 and with the redesign of the Integrated Service Delivery (ISD) model. The committee provided twenty-seven (27) recommendations to support the improvements to the ISD model.

Strengthened Relationships

This year, as much as any other, we have worked closely with our colleagues at the Association des enseignantes et enseignants francophones du Nouveau-Brunswick (AEFNB) and the New Brunswick Teachers' Federation (NBTF). I want to congratulate Alain Boisvert, on his appointment as Executive Director and to Gilles Saulnier on his appointment as Deputy Executive Director of AEFNB. It has been a pleasure to work with this new team in conjunction with Kerry Leopkey and his staff at NBTF. Although we may see issues from different perspectives, we form a very effective team that accomplishes much for the members we serve. We continue to forge partnerships at the national level with our colleagues at the Canadian Teachers' Federation (CTF-FCE) and our association counterparts in Atlantic Canada and Nunavut (CAPTTO). This work will continue as our President-Elect, Connie Keating, assumes the Office of NBTA President on August 1st alongside the New NBTA Executive Director, Ardith Shirley.

Parting Thoughts

Sixteen (16) months ago I announced to the NBTA Board of Directors that the time had come for me to retire. About two (2) weeks into this hiring process, I realized that it was not fair

to the organization or to this staff to walk away in the midst of a global pandemic. Therefore, I reversed course and we all set about to guide our Organization through the uncertain and troubling times ahead.

It is hard for me to believe that I started this journey in the fall of 1980 – the first twenty-one (21) as a classroom teacher, and then teaching principal, were full of learning and lots of challenges. The past twenty (20) years, as a staff member of the Association, and in particular, the last twelve (12) as Executive Director have been some of the most satisfying of my career. Throughout, I have met literally thousands of great people. These years have flown by!

I have also had the opportunity to work and build relationships with many outstanding people outside the Association – in District Offices, at EECD, provincially, regionally, and nationally through CTF-FCE. I have made some very good friends whose guidance and support will always be remembered and whose friendship I will always treasure.

I particularly want to thank Bob Fitzpatrick and Jim Dysart for always being there for a quick question or an in-depth discussion about almost any issue or piece of Association history. To Erna, and particularly Karen, and to all of the staff I have had the pleasure of working with over the years - thank you! The numerous Board, Executive, Committee, and Rep Council members – it has been a real joy to travel through this province and learn from each of you.

I could not have undertaken any of this work without the support of my family. To Mum and Dad, who taught me the value of hard work, education, and building relationships – thank you! To my wife, Kelly, and daughter Alyssa – you have always supported me in whatever I wanted to do, you have sacrificed much to allow me to follow my passion for helping others! I love you and thank-you!

I want all of you to know that you are part of the greatest profession in the world. It is through your efforts that you touch the lives of our children and our youth – you impact our future – everyday! You all make a difference!

Dr. Seuss said: "Don't cry because it is over. Smile because it happened!" I have enjoyed every day of my career and I am smiling broadly today as I conclude this chapter. I believe I am leaving the organization in good hands, and I am looking forward to the new challenges and experiences that lay ahead! It has been an honour and a privilege to serve!



Peter Lagacy Elected NBTA Vice President



Peter Lagacy will be the next NBTA Vice President for 2021-2022. He was voted into this position during the election held April 26 – 30, 2021 after a virtual campaign with fellow colleagues, Jason Green and Dan Patterson. Peter, the current NBTA Acting Past President, will transition into this new role on August 1st, 2021, alongside Connie Keating, who will also commence her two-year term as NBTA President.

After his graduation from Nackawic High School, Peter completed his Bachelor of Education and Bachelor of Physical Education from the University of New Brunswick. Lagacy has been a teacher at Nackawic High School for the past 13 years. Earlier in his career, he worked as a classroom teacher at Woodstock Middle School and Nackawic Middle School. While teaching at Nackawic Middle School, he worked as a Guidance Counsellor for five years where he completed district leadership modules and received other professional training. During his deferred leave in 2014, Peter achieved one of his lifelong goals of becoming a Red Seal carpenter.

Peter has engaged with the Association in numerous capacities for most of his teaching career, including serving as Branch 1428 President (6 years), Program Chair for NBTA High School Council (2 years), and as a member of various committees. He has also been elected to serve on the NBTA Executive Committee (5 years) and the NBTF Executive Committee (4 years) as well as the NBTA Acting Past President (3 years). Lagacy has represented the NBTA as a Delegate at the Canadian Teachers' Federation AGM (2 years) and he has served on the NBTF Board of Directors (6 years).

When asked about this year's virtual election campaign, Lagacy stated, "I would like to thank Jason and Dan for running great campaigns and bringing the voices of teachers to the forefront. After approximately 120 virtual meetings, I personally gained a deeper understanding of the challenges surrounding all levels of education. To all of you who voted, thank you for taking part in this year's election. To those who supported me, words cannot express the gratitude I felt every time I saw a post, email, or comment shared on my behalf. I look forward to working with and supporting Connie, the Executive, and the Board over the next year."

Election Results

Branch	Jason Green	Peter Lagacy	Dan Patterson	Abst.	Totals
0214	24	21	14	3	62
0215	108	208	105	7	429
0216	24	27	27	0	78
0217	5	17	7	0	29
0618	35	71	47	0	153
0619	52	74	135	1	262
0820	64	60	534	3	661
1021	7	23	10	1	41
1022	3	9	3	0	15
1023	20	27	27	3	77
1428	6	65	1	0	72
1429	20	90	16	2	128
1430	30	52	6	0	88
1431	63	14	1	0	78

Branch	Jason Green	Peter Lagacy	Dan Patterson	Abst.	Totals
1450	8	17	14	0	39
1454	4	11	1	0	16
1536	12	22	6	0	40
1538	19	18	3	1	41
1542	26	34	11	1	72
1608	54	48	20	2	124
1610	22	63	10	0	95
1640	12	24	7	0	43
1724	15	23	10	0	48
1725	28	104	30	1	163
1809	21	14	13	0	48
1826	117	184	127	2	430
1827	6	21	6	2	35
Total	805	1342	1191	29	3367
%	23.91	39.86	35.37	0.86	100

Ardith Shirley to become NBTA Executive Director August 3, 2021

The Board of Directors of the New Brunswick Teachers' Association (NBTA) is pleased to announce that Ardith Shirley has been appointed to the role of Executive Director. This appointment concludes an extensive advertising and interview process.

Ms. Shirley has been a staff member of the NBTA since January 2007, serving in the capacity of Staff Officer, Professional Learning. Since April 1, 2019, she has served as Deputy Executive Director. She also brings extensive experience in the public education system as a classroom teacher, vice-principal, principal, and facilitator for the Future to Discover program through the Millennium Scholarship Foundation.

Ardith has a Bachelor of Arts from St. Thomas University, a Bachelor of Education and Master of Education from the University of New Brunswick (UNB) and a Graduate Certificate in Executive Coaching from Royal Roads University. She is currently a PhD candidate at UNB with a focus on Leadership in Not-for-Profit Environments.

Ms. Shirley will assume her new duties as Executive Director on August 3, 2021.



Thank you to our members of the Board of Directors who have completed their terms



John Fougere
0214



Donna Lagacy
0215



Tanya Legacy
0215



Alyssa MacIsaac
0619



Sean Kelly
1023



Robina Sharkey
1430



Jason Green
1431



Shelley Ward-Cain
1608



Karla Roy
1826

Results from Branch Resolutions to AGM

Due to the COVID-19 pandemic, the 2020 AGM was postponed. The following resolutions have been brought forward to the 2021 AGM.

1. Be it Resolved that the NBTA examine the feasibility of changing the date of Council Day to a date prior to the second half of the school year.

Result: Defeated

2. Be it Resolved that the NBTA ask the EECD to move the first Professional Learning day in January from the first Monday to the first Friday.

Result: Defeated

3. Be it Resolved that the NBTA return to a paper ballot system for the elections of NBTA Vice Presidents and Presidents-Elect.

Result: Defeated

4. Be it Resolved that the NBTA lobby the employer for stability within the education system by minimizing changes to French Second Language programs once an evidence-based program has been initiated.

Result: Carried

5. Be it Resolved that the NBTA lobby the employer to include education on climate change and sustainable development in the curriculum for all grades.

Result: Carried

6. Be it Resolved that the NBTA lobby the employer to increase supports for early career teachers.

Result: Carried

7. Be it Resolved that the NBTA examine reducing the number of printed copies of the NBTA News distributed to schools from its current level of 40% of membership.

Result: Carried

8. Be it Resolved that the NBTA make it a priority to lobby for sufficient classroom supports for students who struggle academically.

Result: Carried

9. Be it Resolved that the NBTA lobby the employer to improve the funding ratios used in staffing schools.

Result: Carried

10. Be it Resolved that the NBTA examine and report to members on the concept of dividing the school year into 10-week instruction periods, followed by 2-week breaks, and culminating in a 6-week summer break.

Result: Defeated

Branch Resolutions from 2021:

1. Be it resolved that the NBTA lobby the employer to provide additional, modern educational technology devices for student use in the classroom **and should be refreshed on a regular basis based on the usable life of the devices and on technology advancements.**

Result: Carried as amended

2. Be it resolved that the NBTA lobby the employer to provide approved assistive devices for students in a more timely fashion.

Result: Carried

3. Be it resolved that the NBTA lobby the employer to increase the capacity of the wi-fi infrastructure at all schools to allow for Bring Your Own Device (BYOD).

Result: Carried

4. Be it resolved that the NBTA request the NBTF examine the provision of legal representation to both parties when there is a dispute between two members regarding harassment, bullying, and discrimination.

Result: Carried

5. Be it resolved that the NBTA lobby the Department of Education and Early Childhood Development to review the format of Middle Level report cards.

Result: Carried

6. Be it resolved that the NBTA lobby the Office of Teacher Certification to allow tradespeople who have a Red Seal in a trade to apply this training to increase their certification level.

Result: referred to the NBTA Executive Committee

7. Be it resolved that the NBTA to lobby the Office of Teacher Certification to recognize the experience of a trade taught in New Brunswick curriculum to increase the certification of tradespeople.

Result: amended and referred to the NBTA Executive Committee

Results from Board Recommendations to the AGM

1) REVIEW OF FIVE-YEAR POLICY STATEMENTS

That we recommend to the Annual General Meeting 2020 reaffirmed / amended policies as outlined below:

Policy No.	Year of Adoption	Current Policy	Result
101	Adopted: May, 1987 Reaffirmed: May, 2015	<u>DATE OF ANNUAL GENERAL MEETING</u> The Annual General Meeting will be held in May.	Carried
103	Adopted: May, 1987 Reaffirmed: May, 2015	<u>AGM RESOLUTIONS (PUBLICATION)</u> Resolutions and recommendations submitted to the membership will not disclose the originating Branch.	Carried
116	Adopted: May, 1987 Reaffirmed: May, 2015	<u>ROLE AND RESPONSIBILITY OF DIRECTORS</u> It is the role and responsibility of the Directors to keep Branches informed on Association activities and business. Directors are expected to present local views at meetings of the Board of Directors, but have the authority and responsibility to vote in the best interest of all teachers after having full debate on any topic.	Carried
119	Adopted: May, 1987 Reaffirmed: May, 2015	<u>ELIGIBILITY TO SERVE ON BOARD OF DIRECTORS</u> Should a Board Member or Alternate be on Educational Leave, Deferred Salary Leave, pre-retirement leave, extended sick leave or secondment, then an alternate should serve as Director or Alternate for the period of the leave. If the Executive of the Branch becomes convinced that a Board Member or Alternate Director is not going to be in the Branch and available to members on a regular basis, an Alternate will be selected to serve.	Carried
151	Adopted: May, 1987 Reaffirmed: May, 2015	<u>OFFICIAL ACTS AND STATEMENTS</u> The President is the official spokesperson for the Association. The Association accepts full responsibility for the official acts and statements of the President and Administrative Staff. When the President is requested to make a public statement for which there is no Association policy, he/she should, whenever possible, confer with the Executive prior to making such a statement.	Carried
253	Adopted: May, 1998 Reaffirmed: May, 2015	<u>FINANCIAL OVERSIGHT</u> The NBTA Annual Budget shall be presented to the membership through publication in NBTA News and by any other means deemed acceptable by the Board of Directors. The Board of Directors shall be presented with an annual audited statement to review the preceding year's financial statements.	Carried
601	Adopted: May, 1984 Reaffirmed: May, 2015	<u>MEMBERSHIP RESPONSIBILITY</u> It is the responsibility of every member of the NBTA to become involved and participate actively in available professional growth. If professional learning is not meeting the specific needs of teachers, it is each member's professional responsibility to provide input and suggestions through appropriate channels. Teachers should be prepared to share knowledge and expertise with colleagues, to discuss professional issues with colleagues, and to contribute to the on-going improvement of professional practice.	Carried
611	Adopted: May, 1987 Reaffirmed: May, 2015	<u>NBTA COUNCILS (REGULATIONS)</u> 1) Membership in Councils will be automatic. 2) Council membership dues shall be established by the AGM and shall be the same for all Councils. These dues shall be deducted at source with membership dues and shall be rebated entirely to the Councils.	Carried

Policy No.	Year of Adoption	Current Policy	Result
642	Adopted: May, 1986 Reaffirmed: May, 2015	<u>NBTA COUNCILS' LEADERSHIP WORKSHOP</u> NBTA shall hold annually a Leadership Workshop for NBTA Council leaders.	Carried
661	Adopted: May, 1984 Reaffirmed: May, 2015	<u>CONFERENCES AND CONVENTIONS (REPORTS)</u> NBTA representatives at conferences and conventions shall provide a written report on each conference to NBTA Executive. Copies of these reports will be made available on request to NBTA members.	Carried
813	Adopted: May, 1986 Reaffirmed: May, 2015	<u>SECONDMENT</u> The Association supports the principle of secondment of a teacher to NBTA professional staff when extra staff is needed for a short-term project(s).	Carried as amended. The NBTA Association supports the principle of secondment of a teacher to NBTA professional staff when extra staff is needed for a short-term project(s).
926	Adopted: May, 1991 Reaffirmed: May, 2014	<u>EQUAL OPPORTUNITIES FOR STUDENTS IN ATHLETIC PROGRAMS</u> NBTA believes that athletic programs for boys and girls must receive equal consideration in funding, scheduling and all other respects.	Carried as amended. NBTA believes that athletic programs for boys and girls , students, regardless of gender identity , must receive equal consideration in funding, scheduling and all other respects.
937	Adopted: May, 1988 Reaffirmed: May, 2015	<u>SCHOOL LIBRARIES/RESOURCE CENTRES</u> The NBTA will continue to advocate for adequately funded and Staffed School Libraries/Resource Centres.	Carried
921	Adopted: May, 1998 Reaffirmed: May, 2015	<u>HOLOCAUST DENIAL</u> NBTA believes that Holocaust denial is a form of anti-Semitism and a specific human rights issue requiring attention in our schools.	Carried
951	Adopted: May, 1988 Reaffirmed: May, 2015	<u>POLITICAL ACTION</u> The NBTA will have an ongoing political action program to influence politicians in areas that affect education or the welfare of the members of the NBTA. <u>Principles of the NBTA Political Action Program</u> The NBTA will: 1) avoid alignment with any political party; 2) seek to influence the educational policies of political organizations; 3) provide information on educational and teacher welfare issues to legislators; 4) work with Branch Presidents and Directors to make contact with local MLA's and MP's as directed; 5) maintain a confidential list of teachers who through their attachment to political parties, may influence decision-makers. NBTA will call upon these teachers to help achieve specific goals.	Carried
953	Adopted: May, 1988 Reaffirmed: May, 2015	<u>CLASSROOM STANDARDS FOR TEACHERS – POLITICAL ACTION</u> Classroom Standards for Teachers 1) Teachers shall be objective in their discussions of current affairs and shall refrain from indoctrinating students with a particular political ideological point of view or attitude, and shall give recognition to the plurality of ideologies in society. 2) Teachers shall not use students to gain political influence.	Carried
961	Adopted: May, 1988 Reaffirmed: May, 2015	<u>EDUCATION FINANCE</u> The NBTA will continue to promote the belief that education is of utmost importance to our society and should always receive high priority in provincial budgets.	Carried

2) PROPOSED NBTA BUDGET FOR 2021-2022

That the proposed NBTA Budget for the fiscal year 2021-2022 be approved.

Result: Carried

3) NBTA DUES FOR 2021-2022

That the dues for NBTA statutory members for the fiscal year 2021-2022 be a total of \$760.00 (\$510.00 - NBTA; \$250.00 - NBTF).

Result: Carried

4) DUES FOR NBTA CASUAL MEMBERS FOR 2021-2022

That the dues for NBTA casual members for the fiscal year 2021-2022 remain at \$3.91 per day (\$2.62 - NBTA; \$1.29 - NBTF).

Result: Carried

NBTA Centennial Award: Kim Giddens - Belleisle Regional High School

The **NBTA Centennial Award** is the highest honour bestowed by the New Brunswick Teachers' Association. Established in Canada's Centennial Year, 1967, the Award is presented each year to an individual in recognition of having made a significant contribution to education in New Brunswick.

This year's award goes to a passionate educator who has devoted four (4) decades to motivating her students to reach their full potential as athletes and engaged members of their community. Whether she is providing avenues for students with disabilities to be a member of a sports team or supporting students to deepen their global competencies through extracurricular activities, she is a community pillar who goes above and beyond to be a mentor for youth and colleagues.

The 2021 NBTA Centennial Award is presented to Belleisle Regional High School, physical education teacher Kim Giddens.

With over 40 years of service to the teaching profession, Kim Giddens is a consummate physical education teacher. She contributes actively to her district professional learning community, modelling life-long learning, regularly collaborating with other physical education teachers to share techniques and new pedagogical practices. A respected member of the sporting and coaching community, she has mentored many parents and volunteers in their journey to becoming coaches, in support of school athletics.

Those who know her well, are aware that she arrives at school first, opening the gym for students and providing a healthy breakfast that is free and available to all. She bakes fresh bread and makes eggs twice a week. Kim has even been known to spend summer days picking strawberries and making jam, all quiet, yet essential contributions to Belleisle's breakfast program.

Kim's approach to inclusive education centers on her keen aptitude to identify what her students can do. She then adapts the goals to meet their social, emotional, academic or behavioural needs and interests. Her respectful classroom environment allows students to thrive and interact with their peers in meaningful ways. Her dedication to inclusionary practices led her to coach a basketball team comprised of students with and without intellectual disabilities. A few years ago, they won a bronze medal in their division at the Special Olympics hosted in Fredericton. This win inspired the creation of a bowling team, enabling these special Olympians to have another team to be physically active and represent their school.

In this tumultuous year of the pandemic, Kim seized the opportunity to construct a world of outdoor learning for her students. In her outdoor classroom she could be seen using cross-curricular approaches with learners to examine a brook and make predic-



tions about rainfall, constructing a bridge across a watercourse, classifying trees and identifying animal tracks, playing snow golf and making ice cream, to name but a few activities. One notable feat was her giant crokicurl ice surface that took a weekend to build for her school community.

Her impact is felt beyond the classroom and extends to the Springfield community as a whole. She is a volunteer firefighter with the Belleisle Valley Fire Department and in her spare time, she responds to emergency calls. Many of her weekends and evenings are also dedicated to supporting school sports, organizing fundraisers, visiting senior citizens with her students, coordinating intramurals for middle school students, and creating partnerships for outdoor adventures for elementary and her senior high students to explore together. Kim strives to inspire children to become caring

members of society and to make an impact through community service.

In the words of her colleagues:

Not only does Kim teach students key fundamentals, but she creates incredible, inclusive learning experiences for her students despite not having access to a lot of equipment. By connecting with parents and the greater community, Kim regularly exposes students to a variety of unique opportunities, such as ice fishing, outdoor cooking, and teaching students the skills needed so they can be physically active for life.

Kim always sets high standards for athletes and coaches. She mentors with a firm but fair hand and is always welcoming to visiting teams and referees.

She has fostered lifelong relationships with many of her students, who, after they have graduated, still seek out her advice and guidance concerning post-secondary education and athletics.

In the words of her students:

I was lucky enough to have her as a teacher during my time at Belleisle Regional High School. Thank you for everything you've done and continue to do for our community, Mrs. Giddens!

One of Kim's colleagues said it best:

She looks at what our students can do rather than what they cannot do. Kim demonstrates strong leadership for inclusion, she works with others to determine the most effective ways to provide a positive atmosphere and treats everyone with dignity and respect.

For all that she has given to her students, her colleagues, and her community, we are pleased to present Kim Giddens with the 2021 NBTA Centennial Award.

Vince Sunderland Award for Outstanding Educational Leadership: Elizabeth Nowlan - Maplehurst Middle School

The Vince Sunderland Memorial Award for Outstanding Educational Leadership was established in 2006 and is sponsored by the Department of Education and Early Childhood Development. The Award is presented each year to a principal or vice-principal, or an administrative team, who demonstrates the qualities of successful educational leadership, and fosters a positive school climate. The Award is named in honour of the first recipient, Vince Sunderland, a vice-principal at Riverview High School, who embodied all the characteristics recognized by this award.

This year's award is being presented to a calm, compassionate, and confident professional who inspires educators and students to be their best. Known to many as a friend and confidant, this individual leads by example as a mentor and motivating force.

We are pleased to recognize this year's recipient:
Maplehurst Middle School Principal Elizabeth Nowlan.

With over three decades in the teaching profession, this responsive and compassionate educator has held many leadership positions in Anglophone East School District, including: Teacher, Vice Principal, Numeracy Lead, Subject Coordinator for Numeracy, Director of Curriculum and Instruction, Leadership Module Facilitator, and Principal.

Known to many as "Liz", this school leader has been a driving force behind many educational initiatives. As the Director of Curriculum and Instruction, Liz developed mechanisms to support school leaders, including her work with a committee of principals to create a teacher evaluation process.

In 2019, Ms. Nowlan was appointed as Principal of the newly constructed Maplehurst Middle School in the North End of Moncton. This new position did not come without its fair share of challenges. Due to the delay in completion, the students at the new school had to be housed in two separate buildings, Northrup Frye School and Evergreen Park School. Liz, along with her administrative team, were able to facilitate this enormous challenge by going above and beyond to ensure the middle school students felt like one big happy family, despite being separated for the fall term. With a population surpassing 600 students, Liz was able to form a student council and organize a variety of extracurricular activities all the while coordinating a bus shuttle that would permit students to travel between the two locations to take part in various events.

If these logistical issues were not enough of a challenge, Liz has also been tasked with helping her staff navigate the Covid pandemic. From the very beginning, Liz has remained positive and



upbeat, despite the numerous challenges presented by this virus. She works extremely hard, cares for her staff like family, and always tries to lift the spirits of those around her. Those who know her well say that, despite the events of the past two years, she has maintained the school's focus on wellness and learning in a way that makes students, staff and families feel welcomed, trusted, and empowered.

Over the years, Liz would frequently attend school athletics and games or attend student performances in the community. This not only built relationships with students, but parents as well. Liz has an open-door policy and any staff member, student, or parent are welcome in her office at any time.

Motivated by a firm belief that all children are capable of reaching their goals, her unwavering energy, enthusiasm and dedication to her school and its students are contagious. She is an administrator who consults with staff, problem solves with them, and supports everyone on their own personal and professional path.

In the words of her colleagues:

There were two areas of focus for Liz that were so evident when she led her team in planning for the school opening: building a positive culture and having an emphasis on strong instructional practices.

Known as 'Liz' to her friends and colleagues, many would agree that she was born to lead. Liz has demonstrated on numerous occasions that she is an outstanding leader, a team player, and an exceptional communicator. She is a fine person with a great deal of integrity who I am proud to call a friend.

Liz exemplifies being a lifelong learner. She is highly engaged during collaborative administrator meetings, always seeking what is best for students.

Liz is the type of administrator that you see throughout the school and who is involved in all aspects of school life. She greets students as they arrive, asking about their game on the weekend or how a practice went. She is genuinely interested in what the students have to say.

Good leaders understand the importance of building a community of learners. Elizabeth has done this with her staff. She trusts them to do their best and empowers them to develop leadership skills as well. She supports all teachers in their learning. Elizabeth knows when teachers are fulfilled, and given autonomy over their job, they are more productive.

For all of these reasons and more, it is with our great pleasure to bestow upon Elizabeth Nowlan, the 2021 Vince Sunderland Memorial Award for Outstanding Educational Leadership.

NBTA Credit Union Award for Excellence in Teaching: Janice Shaw - Harold Peterson Middle School

The NBTA Credit Union Award for Excellence in Teaching is presented each year to a member of the New Brunswick Teachers' Association recognized by peers and the community as a teacher who exhibits excellence through an ongoing commitment to students and pedagogical approaches. The NBTA Credit Union has been proud to sponsor this award since 2017.

This year, the award is being presented to an inspiring, fearless, influential, humorous and trail-blazing innovative teacher who has also been a devoted advocate for teacher well-being.

This year's award is presented to **Harold Peterson Middle School teacher, Janice Shaw.**

Throughout the course of her 35 years in the teaching profession, this spirited risk-taker has held many leadership positions in Anglophone West School District, including: High School and Middle School Teacher, Vice Principal, Math Mentor, Technology Mentor, PowerSchool Lead, Home Learning Support Teacher, SPR for Math, District Wellness Coordinator, and Curriculum Writer.

This pioneer in using games, technology and acting in her math class dreamed of a place where students could explore, create, invent, fail, succeed and learn about themselves and their world. In 2015, she created the Harold Peterson Makerspace, which was the first of its kind in the district. With a small budget and a drive like no other, Janice and her partner, Wendy Thomas, created a centre that allowed students to venture into the world of technology, and for some, sparked a love for future career choices involving STEAM. Janice believed that "making" needs to be something offered to every student. Many teachers and administrators from around the province visited her makerspace to see how she designed her instruction and what was needed to make their own.

Janice loved to share her talents, which brought joy to many people. When she was young, she memorized the How the Grinch Stole Christmas story. She would travel from school to school doing a dramatic recitation for classes and whole-school assemblies. Schools would declare "Grinch Day" and over the course of her career she did more than 250 of these appearances. Students recognized her from all over the district.

Janice has also been referred to as a "wellness pioneer". She has led the way in bringing wellness into schools as a Wellness Facilitator for nearly 20 years. In this voluntary facilitator role, she was responsible for supervising the Oromocto Education Centre's School Wellness Reps. The positive impact that Janice has had on the health of Anglophone West teachers has been extensive, due in part to her positive attitude, openness about her own wellness practices, and her wealth of original ideas for integrating wellness into busy and stressed schools. "Ask Janice" is a common phrase



used in the program and those who worked alongside her know that she believes life should be lived with balance.

For over three decades, she contributed to the teaching profession through a variety of avenues, both informal and formal. Fondly referred to by many as "the Queen of Fun", she epitomized school spirit through rallying others to celebrate holidays and occasions, big and little. Her unique ability to market ideas made it easy for others to "buy-in" and get involved in various endeavours. Leading by example, she has served on various NBTA committees and numerous EECD curriculum advisory committees, mentored pre-service and early career teachers, received an award from Brilliant Labs for innovation, and the NBTA High School Council Award for Excellence in Teaching.

In the words of her Students:

I still talk about what an awesome teacher you are. You were the breath of fresh air that we and the school needed.

I was able to be my "goof ball" self and not get into too much trouble.

You allowed us to be ourselves and to be the best we could be. Grateful for our time together. Love you!

In the words of her Colleagues:

I have been fortunate to work with hundreds of teachers across Atlantic Canada. This permits me to not only attest to the significance of Janice's contributions to the education of New Brunswick youth, but the influence it has had on numerous educators throughout our region. Janice is an incredibly gifted educator who is able to simultaneously make the most complex concept accessible while empowering her audience through her own humility.

Teaching, supervising and mentoring others with many more years of experience became her forte. Using her insightful and keen social skills allowed her to lead and secure the trust from those who were considered more experienced than her.

To say that Janice lives and breathes education would not be completely true. She lives and breathes people with education as an added ingredient.

This enthusiastic, inspiring and passionate educator who is always in fearless pursuit of novel ways to solve issues in education through creativity and technology, is most deserving of this award.

We are pleased to present Janice Shaw with the 2021 NBTA Credit Union Award for Excellence in Teaching.

Honorary Life Membership: Melinda Cook



The New Brunswick Teachers' Association Honorary Life Membership is conferred on those deemed acceptable by the NBTA Board of Directors for demonstrating exemplary contribution to the NBTA or public education on a provincial or national level.

Today, we bestow that honour on Melinda Cook.

Melinda was appointed NBTA Director of Finance and Administration and began her duties with the Association on August 14, 2002. She later assumed the added responsibilities of Deputy Executive Director in 2010, a position she held for ten (10) years until her retirement.

Melinda holds a Bachelor of Science from Mount Allison University, a Bachelor of Education from St. Thomas University, and a Masters of Education from the University of New Brunswick. She taught from 1988 until 1999 in the Grand Manan Community School and, after teaching at every grade level, she was named Vice-Principal in 1999. During those years, Melinda was actively involved with NBTA as a volunteer, serving in her Branch as a Vice-President and Professional Development Chair, member of the NBTA/NBTF Board of Directors and NBTA/NBTF Executive Committee, and served on the NBTA/NBTF Finance Committee.

During her time on staff at the NBTA, Melinda established herself as a strong advocate for a balanced and thoughtful approach in responding to the many complex issues and demands facing teachers and students. She developed a reputation for paying attention to detail while at the same time being able to take significantly complex issues and distill them for fundamental and essential understanding.

In addition to her ongoing role in providing oversight to the NBTA's finances, Melinda had several major responsibilities in other NBTA initiatives and committees, particularly in the areas of curriculum development, assessment and pension advice.

She played an integral part in the development of NBTA's approach to issues surrounding class composition and inclusion, which culminated in the production of the document "A View from the Front Line", the report from the NBTA Ad Hoc Committee on Inclusionary Practices. Her knowledge of the issues, and her professional credibility among other stakeholders and policy advisors were instrumental in having the voice of teachers heard, understood, and respected through the policy development process. The relationships she developed and her work 'behind the scenes' had significant impact on the McKay Report on Inclusive Education.

Melinda was also the staff member responsible for a major survey on Mathematics which developed as a project of the NBTA Curriculum Committee, and was subsequently co-sponsored by the Department of Education. That work led the development of the NBTA Position Paper on External Assessment.

As Deputy Executive Director, Melinda was responsible for the application of the Code of Professional Conduct and Standards, serving as first point of contact for all enquiries related to the application of the Code. Those who contacted her would always receive a clear and thoughtful understanding of the importance of the code in the lives of teachers and students.

Those who know Melinda well would describe her as meticulous, well-organized, analytical, caring, and highly professional. Throughout her career, she has been a strong advocate for teachers and students, and for the continued improvement of the New Brunswick education.

For all of these reasons and more, it is with great pleasure that we bestow upon Melinda Cook the status of NBTA Honorary Life Member.

Honorary Life Membership: Blake Robichaud



The New Brunswick Teachers' Association Honorary Life Membership is conferred on those deemed acceptable by the NBTA Board of Directors for demonstrating exemplary contribution to the NBTA or public education on a provincial or national level.

It is with great pleasure that we celebrate the many lifetime accomplishments of one such individual.

Blake Robichaud commenced his duties as NBTA Director of Communications and Research on August 1, 2007 after nine years of service on the NBTA Board of Directors, three years on the NBTA Executive Committee, and one year on the NBTF Executive Committee. He has also served in other capacities including involvement in two branches.

Blake holds a Bachelor of Arts and a Bachelor of Education from Mount Allison University and a Master of Education from the University of New Brunswick.

Prior to entering the teaching profession, Blake was a radio news journalist in Moncton working at CKCW-CFQM for six years and served as a public affairs officer for the Canadian Forces Reserves. Upon entering the teaching profession, he taught Media Studies and Journalism at the high school level for eleven years and subsequently moved into school leadership as vice principal for five years.

While a member of the NBTA Staff, Blake took on the task of moving NBTA Communications into the social media world, while maintaining his credibility with mainstream media.

He applied his journalistic experience and expertise to his role as a sounding board and media relations advisor for six (6) NBTA Pres-

idents, and a writer and director for numerous video initiatives on a wide variety of topics of interest to the membership. He also created a historical overview of NBTA through a video series that captured the wisdom of our NBTA Past Presidents.

As social media influence on day-to-day public communication expanded, so did the presence of NBTA in that sphere. Blake produced a number of practical "How to" videos for the NBTA web site that covered various topics designed to increase teacher awareness of services available through the association, and to assist them in accessing those services.

Blake also authored and coordinated the production of unique in-house commercials to promote the teaching profession through traditional public electronic media, sometimes even recruiting the voices of his own children to assist.

Blake has been a strong voice for teachers and has worked closely with provincial colleagues in AEFNB and NBTF to develop and promote messages to all publics on behalf of the teachers of New Brunswick.

Those who know Blake well will tell you that you rarely have to guess where he stands on an issue. His booming "made for radio" voice, his unique sense of humour, and his gregarious nature and antics were trademarks of his tenure on the NBTA board and made him a memorable part of all NBTA functions. He is a person of complexity who likes to "cut to the chase". As a result, his impact on public education is memorable and will be enduring.

For all of these reasons and more, it is with great pleasure that we bestow upon Blake Robichaud the status of NBTA Honorary Life Member.

Retiring Teachers of 2021

1725	Bev D. Amos	0215	Paula R. Gaudet	0820	Susan D. Porter (Baird)
1827	Judy L. Anderson (Jones)	1826	Deborah A. Gesner (Nicholson)	1610	Elizabeth A. Price (Manderville)
0619	Sonya D. Annear (Saunders)	0619	Gary D. Hall	1826	Martin C. Probert
1430	Dianne E. Antworth	1826	Marilee D. Harrington	0215	Krista M. Richard
0820	Ann A. Armstrong (Keleher)	0820	Jeanine Johanna Hartman	1640	Virginia M. Richard (Hudson)
0215	Lezlie K. Armstrong	0820	Krista L. Hatt	0215	Kimberly M. Roberts (Pederson)
0215	Katherine M. Arsenaault (Jack)	0215	Kelly L. Hayes-McEachern	NBTA	Blake M. Robichaud
0215	Lise E. Auffray	1610	Deborah A. Hill (Kane)	1826	Todd D. Robinson
0215	Odette Barr	1429	Bill Hogan	0216	Anne-Marie Rogers (Dick)
0619	Kelly A. Barrieau	1610	Barbara J. Hondas (Nowlan)	1608	Cynthia G. Russell (Gates)
0618	Antero M. Barroso	1023	Tanya R. Huntjens	0215	Rosemarie Kathleen Schunk Woodworth
0215	Catherine E. Bartlett (Fitch)	1429	Mary E. Ivey	1542	Lesla D. Scott (Jagoe)
1725	Allison E. Bateman	1430	Lorelei F. Jensen	1640	Kevin Scully
0619	Monique E. Beach (LeBlanc)	0215	Chrystal P. Jewett	1826	Alice J. Sewell
0820	Maureen P. Beckwith	0216	Janice M. Johnson-Bos	1430	Robina L. Sharkey (Clark)
1826	Louise M. Berube	1826	Deborah L. Jones-Connolly	1725	Janice L. Shaw
0618	Shauna G. Betts	1431	Basil T. Kazakos	1826	Judith A. Sherwood
0214	Mark A. Bohan	0618	Janet Lynn Kearley-Munro	0619	Gwen E. Shuttleworth
1542	Barbara H. Bourque (Maher)	0619	Cynthia M. Keating (Barry)	1608	JoAnne Simpson (McCormack)
1725	Catherine L. Bourque (Hamilton)	0820	Gary W. Keating	0215	Kimberly C. Smart (Carleton)
1023	Pearl C. Bourque (McGuirk)	1826	Elaine A. Kilfillen	0618	Sheri L. Smidt (Murray)
1429	Lisa Briggs-Johnston	1542	Wallace L. Knowles	1430	Colin D. Smith
1430	Michele D. Brooker-Budrow	1826	Wade R. Lane	1826	Dennis R. Smith
1428	Katharine G. Brooks	1826	Faith A. Laurie (Jennings)	1429	Jackalyn J. Smith (Stevens)
1429	Christopher E. Brown	1608	Michael J. LeBlanc	1826	Michael H. Smith
0820	Jennifer A. Champion	0215	Monique A. LeBlanc (Cormier)	0619	Paul W. Smith
1608	M. Lynn Carney (Hallihan)	1021	Monique R. LeBlanc-Davis	1542	Shari L. Smith-Ellis
1454	Celine C. Castonguay	1827	Pamela E. Linton-Dufresne	0618	Lauring L. Smith-St. Amour
1430	Andree C. Charlebois	0820	Helen M. Logan	1826	Alison J. Sollows-Astle
1826	Anne V. Charlebois	1023	Jonathan P. Logan	1826	Joyce A. Sparks
0619	K. Shaun Chown	0618	Linda F. Long (Johnson)	0820	Glen Spurrell
0619	Mary C. Clarke (Godley)	1542	Janet Lovesey (Dempsey)	0215	Rosemary St-Yves (Pawlak)
1826	Perry T. Constantine	1538	Heather L. Lyons (Poley)	1430	Jeffrey R. Steeves
0215	Lena A. Cormier	0618	Stacey MacEachern (Kyte)	0619	Selvarani Stefani
1542	Rose Marie A. Corney	1608	D. Reid MacMillan	1608	Alison R. Sullivan (Gerrish)
0820	Carol D. Cummings (Lowery)	1431	Timothy E. MacVicar	0820	Susanne C. Sutton
0820	Catherine A. Curwin (O'Neill)	1725	B. Colleen Manuel (Saunders)	1610	R. Scott Sweezey
0216	David A. Dallaire	0619	Pamela J. Martin (Doucet)	1640	Karen L. Thibeault (Manuel)
0618	Randall T. Davis	0619	Mary Jo Maxwell (Oland)	1725	Michelle E. Thorne (Trynor)
1826	William G. De Coste	1428	Shona M. Mazerolle	0820	B. Kendall Tomilson
1542	Cynthia A. DeCoste (Norman)	1724	Lisa D. McLean (Kilfillen)	0619	Veronica P. Totton-Graham
1430	Emily A. Derrah	0215	Richard V. Melanson	1610	Colleen M. Tozer (Lawlor)
0215	Darlene A. Despres	0619	Pamela L. Miller (Rogers)	0215	Ruth E. Tramley (Minard)
1021	Ann Dewar	0619	Lana G. Moulard (Percy)	0619	Sonja M. Travis (Magnusson)
0215	Mark P. Dickinson	0216	Kelli J. Mowbray (MacLeod)	0619	Daniel J. Vallis
0820	Holly J. Doucet (Wilson)	0820	Cynthia Munn	0215	Charlene Vienneau
1542	Lilianne Doucet (Allain)	0820	Mark D. Murchison	1826	Jennifer A. Ward (Walton)
0820	Adrian M. Doucette	1725	Heather R. Murphy (Boreland)	1724	W. April Wilson
1826	Shawna B. Dryden	1021	Margaret J. Nadeau (Matheson)	1640	Diane C. Wilson (Morton)
0215	Monique M. Dupuis (Arsenaault)	1826	David C. Nickerson	1536	Donna M. Winton (Driscoll)
0215	Patricia J. Dysart (Slater)	1826	Sherry D. Norton Graham		
1826	Melva J. Eroh (Johansen)	0820	Mary A. O'Hara (Merzetti)		
0820	Audrey M. Estey (Breau)	0820	Diane T. O'Keefe		
0820	Diana L. Fall	0619	Michael D. O'Neill		
1826	Daniel Ferron	1430	Jamie F. Oakes		
0618	Sylvie M. Frenette-LaRush	0619	Belinda M. Oram (Gowan)		
0215	Alvin J. Gallant	1826	Patricia M. Oxford		
1826	Barbara R. Gallant (Steeves)	1429	Susan C. Palmer (Doherty)		
1826	Mark L. Gallant	0820	Nisha L. Panun-Moseley		
0214	Lisette Gaudet	0820	Marilyn M. Parish (Briggs)		
0820	Marc E. Gaudet	1429	Claudia Phillips (St-Pierre)		





An Open Message to N.B. Educators from your Retired Colleagues



Bob Fitzpatrick, President NBSRT

It may or may not surprise you to hear that many retired teachers have talked to me about their admiration for today's educators.

Probably more than anyone else in society, retired teachers know the challenges you face in a regular school year. Even though we have all been in your shoes in the classrooms and schools of this province, we cannot begin to fathom how challenging the last year has been for each of you.

The members of the New Brunswick Society of Retired Teachers want you to know how impressed we are that you have battled through so many trials and uncertainties over the last many months. We are proud of you and of your incredible dedication to the students and families of New Brunswick. Thank you.

Be safe and enjoy your summer. You deserve it perhaps more than ever before.



Scholarship & Bursary Program **\$2500.00**

An annual Scholarship and Bursary program available to university and college students. Two successful applicants will each be awarded \$2500.00.

Detailed information and an application form can be found at nbsrt.org

GROWING, LEARNING & LIVING

Celebrating What was Right and Bouncing Back!

Ardith Shirley,
NBTA Staff Officer



As the 2020-21 school year finally begins to wind down, I am sure I am not alone when I say that I am counting the days. While I always look forward to the end of a school year, I must confess that I will celebrate the end of this school year like no other I have experienced to date. Leave it to my friend Karrie to express how I am feeling in a recent and well 'liked' Facebook post...

"One month left of what has been a very trying school year. I am in awe of the many educators at all levels for all of the extras they have provided to students and families this year in an attempt to make things work. It has not been easy or perfect, but so much heart and effort have gone into making the pieces fit. So to all of you working in education, thank you, you are loved and appreciated, and together we can do hard things!"

~ Karrie Harris, Guidance Counsellor, Rothesay High School
FB Post on May 23, 2021

Celebrate What Was Right

While it would be easy to focus on all of my missteps, frustrations, and the many things that challenged me in the 2020-21 school year, I choose instead to take my cue from Dewitt Jones and 'celebrate what went right'. As you tidy your classrooms and pack your bags for summer, I invite you to take a few moments to do the same. What lessons and learnings are worth taking with you? What are you especially proud to have accomplished?

Here are three of mine:

Altogether Different 2021 – NBTA's 1st Virtual Council Day!

The 2020-21 school year will go down as a year that was anything but routine. Just like your classroom, it seemed COVID impacted everything we did here at NBTA. The area of professional learning was certainly no exception. Your three Councils predicted last September that a F2F Council Day for May 2021 was highly unlikely. Given everything else this year has been complex, their infinite wisdom predicted that applying the KISS principle to their planning would be welcomed. Our NBTA Executive wisely passed a motion to suspend our alternate proposal procedure. The program choices were carefully curated and kept to a minimum. As a result, we are pleased to report that your NBTA hosted our first-ever virtual Council Day on May 7, and the survey results from members suggest that it was an excellent first showing. Our biggest challenge now lies in managing our members' high expectations as we plan forward.

Educational Improvement Grant Modernization

Applications for Educational Improvement Grants took a sharp decline in 2020-21. COVID meant that travel was limited, and teachers had their hands full simply navigating the ever-changing classroom dynamics. Given that day-to-day administration demands were reduced, we took the opportunity to activate an eight-year 'dream' of modernizing our Educational Improvement Grant Process. The new online system was created, and testing of the first design is underway. Fine-tuning will continue through June, and the new site is targeted to launch as the new budget year begins on July 1, 2021.

The new application system allows teachers to apply for ALL NBTA funds (including your Branch) by filling in one online form. It creates a profile for the applicant, calculates the total funds available instantly to allow teacher applicants for better planning, and allows faster approvals to occur at the district office and NBTA levels. Equally exciting, the system allows successful applicants to upload receipts and track expenses from their smartphones as they incur them. One cheque that will include all three funding opportunities can be requisitioned with a one click 'submit' button once learning activities are complete.

To say we are excited about this new system is an understatement! We believe teachers will be thrilled with the results...especially our Branch Professional Learning Chairs, who should see a much improved and streamlined experience to track at that level.

Preparing for NBTA 3.0 – Staffing a Teacher Organization for the NEXT 50 Years

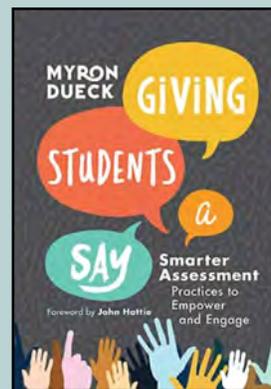
The third learning I will highlight for this year is connected to my role as Deputy Executive Director. NBTA Staff Development has been an area that I was asked to work on when I took on that role. This year, in response to the NBTA Structures & Services Review recommendations our Executive Director, Larry Jamieson, asked me to put some of the Executive Coaching training the organization had invested in me to use.

While work on this portfolio has been slow and steady, it has also been satisfying. It has evolved month by month, thanks to the wisdom and willingness of each of our staff to sit with me to highlight strengths, identify gaps and opportunities. We have co-created an organizational chart based on new and updated job descriptions, roles and responsibilities. This work was also bolstered through a RIIPEN Project titled: NBTA 3.0: Staffing a

Book Give Away:

Congratulations to last month's winner **Erma Appleby**, who teaches at Oromocto High School in ASD-West. A copy of *Designed to Learn: Using Design Thinking to Bring Purpose and Passion to the Classroom* by Lindsay Portnoy is on the way to you via snail mail, Erma!

Up for grabs this month is a copy of *Giving Students a Say: Smarter Assessment Practices to Empower and Engage* by Myron Dueck. Sound intriguing? Send me an email at ardith.shirley@nbt.ca with 'Book Draw' as the subject line!



teacher organization for the NEXT 50 years. This foundational work should assist our organization's leadership to make sound decisions as they further consider future staffing opportunities as identified in the Structures and Services Report.

On the Rebound – Bouncing Back even BETTER!

"We know from past disruptions — such as earthquakes, floods, strikes, and wars — that we often learn little as we rush back to the comfort of our previous schooling hierarchies, where the past winners want to go back to being winners again, where we blame and name kids who cannot learn, where we fight about autonomy and money, where we prefer and enjoy tweaking curricula, see test results as the major outcome of schooling, and restrain rather than unleash the powerful profession of educators based on expertise and evaluative thinking." (Rickards, Hattie, & Reid, 2021).

*"Now is the time, as schools round the corner of COVID-era teaching, for educators to keep learning logs of what went well, create collaborative dialogues in the class, use triage principles to listen carefully to students' learning, and build an evidence base of successful practices. COVID-era teaching may lead to a revolution in schooling, provided we take the opportunity to rebound—to bounce back **even better**."* (John Hattie, 2021, p. 17)

Lessons from the Basketball Court and Jann Arden

Reflecting has a way of making me nostalgic and the idea of 'bouncing back even better' took me back to my old high school basketball days. I learned way back then that having the ability to 'bounce back better' doesn't happen by accident. Many a night I stayed behind to make sure the rack of basketballs were properly inflated for the next days practice. It requires intentional care and maintenance. If ever there were a summer when our teacher batteries need recharged, this is it!

Back in those same basketball days, I could often find solace and wisdom in the words of a great Jann Arden song. This month's closing quote comes from her latest book. I must confess I felt like she was describing most of my 2020-21 school year, but I digress. In the end, congratulations are in order ~ we've almost made it!

May this summer be full of all the things that bring you joy, rest and relaxation!

"Jann, you're going to go through a giant #\$\$%storm. You're going to be very hard on yourself and feel ashamed and embarrassed. You're going to question your sanity, and your worth(...) and pretty much every decision you're going to make is going to be difficult. You're going to doubt all of it. You're going to (...) fail epically, but you're going to make it - you're going to thrive, even.

I wish I could take away the hard parts, Jann, but then you wouldn't be you and being you is super %\$#&@! great."*

(Jann Arden, 2020, p. 116)

Works Consulted:

Arden, J. (2020). *If I Knew Then: Finding Wisdom in Failure and Power in Aging*. Toronto: Random House.

Hattie, J. (2021, May). What Can We Learn from COVID-Era Instruction? *Educational Leadership*, 78(8), 14-17.

Elementary Council Award Recipients



Melissa Babin (2020)

Rexton Elementary School

Melissa was nominated for being a dedicated teacher who uses innovative ways to inspire and engage her students.



Kendra Breau (2020)

Tabusintac Community School

Kendra was nominated for being a leader in her school, a strong supporter of the Language Learning Opportunities Initiative, and the driving force behind the Powerplay Young Entrepreneurs Program.



Ryan Flynn (2020)

Max Aitken School

Ryan was nominated for being a phenomenal teacher, a supportive colleague, and a dedicated coach to all students and staff in his school.



Tina Landry (2020)

Northrop Frye School

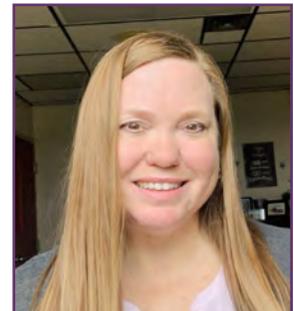
Tina was nominated for her dedication to educating her staff on trauma and SEL in order to better serve the children at her school and to give them skills to be successful in life.



Craig Maskill (2020)

Queen Elizabeth School

Craig was nominated for his dedication to his career and his students, and he is seen as a leader among his peers.



Shayla Mutch (2020)

North & South Esk Elementary School

Shayla was nominated for being a principal that puts the extra effort and time into continuously looking for ways to improve both student learning and the school environment.



Katy Culberson (2020)

Park Street School

Katy was nominated for all the ways she supports the students and staff at her school in her EST-R position.



Candace Douglass (2020)

Forest Glenn School

Candace was nominated for being an encourager, and mentor to her students, and a strong leader amongst her staff.



Anna Niemisto-Tilley (2020)

Rothesay Elementary School

Anna was nominated for integrating assistive technology, universal design for learning and other appropriate Tier 1 pedagogies into her classroom to support her diverse learners.

Middle Level Council News

Middle Level AGM Highlights – Your New Executive

Middle Level Council had a very successful AGM this year. Not only did we have a record turnout for AGM attendance, we had a small number of nominations to join the executive from the floor. We would like to thank the following members as they become part of the council executive:

- Jessica Simmonds
- Jennifer Hickey
- Breanna Saulnier
- Amy McClure

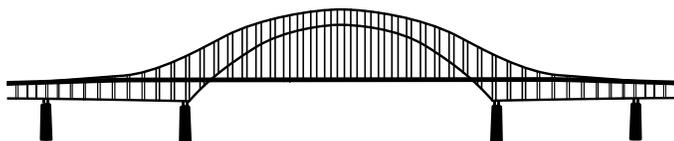
We also have executive members who will be continuing in their current roles and some who will be taking on new executive and officer positions. Our 2021-2022 Council executive will consist of:

- Sarah Brooks – Past President
- Lynn Skinner – President
- Tamara Carter – Vice President
- Jennifer Hickey – Treasurer
- Kristie Garland – Secretary
- Cheryl Aylward – Member at Large
- Mary McDade – Member at Large
- Jessica Simmonds – Member at Large
- Breanna Saulnier – Member at Large
- Amy McClure – Member at Large

The Council would also like to thank Ryan MacDougall and Alison MacEacheron who are both leaving us this year to pursue other avenues in professional learning. You have both been an asset to Middle Level Council and you will be greatly missed.

We hope that all teachers enjoyed the professional learning day and the speakers who were able to share their ideas and experiences on education with us. It has been an altogether different year. It has been both exciting and challenging, with just as many ups as downs. Summer is just around the corner. The sunshine and warm temperatures signal a time for our membership to relax and rejuvenate and make time for ourselves and our families. Middle Level Council wishes you all a superb summer break.

*submitted by Sarah Brooks
MLC Past President*



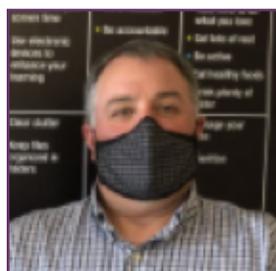
High School Council Award Winners



Scott Jones
Woodstock High School



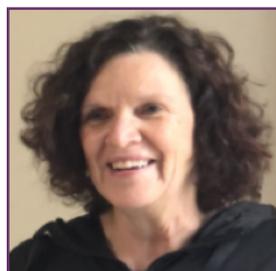
Will Davidson
Woodstock High School



Virgil Graham
Nackawic Senior High



Janice Shaw
Oromocto Ed. Support Centre



Carmen Meehan
Sussex Regional High



Tara Dick
Harbour View High School



Luke Hopper
Sussex Regional High



Gary Wilson
Harrison Trimble High

Congratulations!

High School Council News

Change in Roles and Welcome

Trudy Stiles will be leaving her role as President and replacing Alice Walker as Past President.

Megan Crosby will be leaving her role as treasurer and replacing Trudy as our new President.

Andrew Champion will be replacing Megan Crosby as our new Treasurer.

- Sheridan Mawhinney - Council Vice-President & Awards chair
- Karrie Harris - Communications chair
- Krista Hovey - Secretary
- Mark Lobban - Displays
- Tracey Dale - Member at large, Communications committee
- Laura Lamey - Institutes chair

Thank you and farewell to Alice Walker, our Past President, and a warm welcome to Peter Woytiuk and Currie Winchester as our newest High School Council members.

Teacher Feedback from High School Council Day

"I thoroughly enjoyed this year's council. In a year that has been a struggle, it was a pleasure to turn off everything going on around us and tune in to some inspirational messages. The stories of resilience, peppered with humor, left me feeling energized and optimistic."

"I love, love, loved Dr. Dafoe's session. So many important reminders about resilience, wellness, hope and the strength of the 'human condition'. It was a timely and beautiful message, and I am so grateful to have heard it!"

"I loved not having to drive and the convenience of the virtual style. I also found the speakers to be motivational."

"Really enjoyed James Mullinger. The laughs were needed and much appreciated!"

"Enjoyable and the day went so fast." "I was pleasantly surprised."

"It was great to have time at school to sit back and listen to the excellent presenters. Thank you for providing us with James Mullinger - great to laugh along with him."

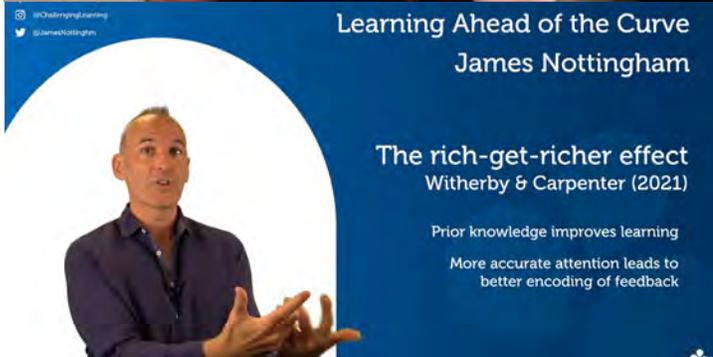
"Dr. Robyne Hanley-Dafoe gave an inspiring talk that made me reflect on how I practice my own self-care; lots of great tips and food for thought."

"I miss networking with colleagues in person. This was a great alternative for professional development in this Covid era. I cannot wait until we are all back face-to-face. Thank you to all the organizers! Top notch effort."

"I would like to take a moment to congratulate you on the amazing day you organized yesterday. The teachers I spoke with all had very positive things to say about their day and really enjoyed the sessions. There was a good mixture of light-hearted and inspirational. While they missed seeing colleagues from other areas, they loved that they didn't need to travel. I understand it was a group effort; I appreciate the time that wonderful volunteers like yourselves have dedicated to making fabulous events like this a possibility!"

"The more I thought about it the more I realized what an accomplishment it was for the Council committees to have produced such a high-caliber, effective Professional Learning opportunity. I found Robyne Hanley-Dafoe and James Mullinger particularly impactful. I was impressed with how smoothly the day went considering it was the first time navigating WHOVA for most of us. I am grateful for all the hours teachers volunteered to put this together."

Virtual Council Day 2021: Altogether Different



Reading is Fantastic! La lecture, c'est fantastique !



Use your imagination and explore the world of make-believe this summer at the library! This year, the Summer Reading Club theme is Fantasy, and the slogan is "Reading is Fantastic!"

Fantasy is a broad theme that can be linked to fairy tales, magic, imaginary creatures and worlds, superheroes, dreams, ghost stories, folklore, pretend play, drama and storytelling. Reading fantasy helps children stimulate their imagination and create stories of their own making. The world of make-believe also has a natural link to play, where children can learn, develop reading skills, exercise their brain, and reduce the stress that they experience in their daily lives.

Summer Reading Club 2021 is going to be a summer-long celebration, with activities happening both online and in-person (as Public Health guidelines permit.) Don't let your students miss out! Registration is beginning just as school is ending. Children who are not yet able to read can participate by having someone read to them. Encourage your students to take advantage of the New Brunswick Public Library Service's website and register online at <http://www.gnb.ca/publiclibraries>. They can also visit their local public library to register.

Studies have shown that students who don't read during the summer months are at a significant disadvantage when they re-enter school in the fall. The Summer Reading Club exists to prevent summer learning loss and to encourage children to read through fun and engaging activities. This year's fantasy theme has something for children of all ages as they explore their own interests and identities. Fun awaits registrants this summer as they listen to stories, find exciting new books to read, and participate in online programs and in-person physical activities (respecting Public Health guidelines).

You should have received a poster with this newsletter that promotes the Summer Reading Club. Please hang it in your classroom. You can also invite a staff member from your local public library to come and talk to your students about the program virtually (or in-person as COVID-19 regulations allow). Please contact the library to make arrangements.

Thank you for your continued support of the Summer Reading Club in your community!

Club de lecture d'été
Inscrips-toi à ta bibliothèque publique ou en ligne à
www.gnb.ca/bibliothequespubliques

2021 Summer Reading Club

Register at your public library or online at
www.gnb.ca/publiclibraries



DEVELOPING SUCCESSFUL SCHOOLS

Virtual for 2021

An Instructional Leadership Live Webinar:

Intended for educational leaders from across Atlantic Canada who have an interest in leadership. A limited number of participants will be accepted from each province.

July 6, 2021 - 9:00 - 11:00 am

Condensed format for 2021

Developing Resilient Learners: Guiding Students Through the Learning Pit

James Nottingham, one of the world's foremost thinkers within education, has a remarkable ability to inspire positive change with his inviting and motivational approach to teaching and learning. Never afraid to challenge the norms, he offers thought-provoking keynotes and presentations that never fail to compel and fascinate audiences.

James is a Fellow of the Royal Society of Arts, an award granted for making outstanding achievements to social progress and development, and is included in the Future 500, a "definitive list of the UK's most forward-thinking and creative innovators".

He is best known for creating the Learning Pit®, a world-renowned model for enhancing curiosity, determination and strategy. He has been a teaching assistant, teacher, and leader in schools in primary, middle, and secondary schools in the UK, as well as a factory worker, pig farmer, and lifeguard trainer.

In 2006, he created the company Challenging Learning which now employs 25 full-time staff in six countries. He splits his time between leading his board of directors; designing and presenting professional learning; developing improved pedagogies based on the most up-to-date and compelling research; writing books; running demonstration lessons; and enjoying family life on the border between England & Scotland.

So far, he has written ten books for teachers, leaders, and parents. Many of these are bestsellers and all are translated into at least three other languages.

Particularly well known in Scandinavia, Australia, the USA, and the UK, our speaker James Nottingham is recognized for his humor and clarity, as well as his distinct ability to turn research into comprehensible practice. For this reason, the widely-acclaimed speaker James Nottingham has been described by Skolvärlden (the Swedish Teaching Union) as "one of the most sought-after names in the world of school development."



Guiding Students Through the Learning Pit

When leaders amplify healthy mental models, and design out the problematic ones, then everyone – staff, students and community – gain significantly. The problem is, those mental models often lie hidden from everyday view and can be resistant to change even when they are uncovered. In this workshop, James Nottingham – a former teacher, school leader and now owner and director of six companies – will share the best strategies he has discovered for creating a culture of learning through the wise reshaping of mental models. He will pay particular attention to common mental models about challenge, progress and grades, behavior, and collective efficacy.

www.challenginglearning.com

To register: <https://bit.ly/3fDwBJ1>

Unique opportunity at NO COST!

Sponsored by:



PSAANS

Congratulations!

Prime Minister's Awards for Teaching Excellence and Teaching Excellence in STEM

2020 Certificate of Excellence

Stacey Stairs

Sussex Regional High School

2020 Certificate of Achievement

David Gopee, Mark Noel and Tyson Theriault

James M. Hill Memorial High School

2020 Teaching Excellence in STEM -
Certificate of Achievement

Michelle Lang Standing

Rothesay High School

Angela Murphy

North and South Esk Regional High School

Minister's Excellence in Teaching Awards 2020

Karen Baggs

Margo Belliveau

Krista Page

Lori Johnson

Bridget Miller

Emily Somers

Scott Legge

April-Dawn Lanteigne

Tracy Graham

NBACL National Inclusive Education Awards

Carol-Ann Haggarty, Resource Teacher at Simonds High School in Saint John – By looking at students for their abilities, Carol-Ann has seamlessly built a strong inclusive atmosphere within her school that welcomes all with dignity and respect. In supporting students to develop their independence, she has helped them to become participating, successful members of their school and community.

Lorie Holland, Resource Teacher at Leo Hayes High School in Fredericton – Lorie has proven herself to be instrumental in supporting her students to reach their full potential. Families of her students have noticed her dedication and purposeful support and have commented positively on it over the years. In a school year marked by uncertainty, Lorie has supported her students to navigate the disruptions as smoothly as possible.

Melissa Garrett, Elise Deering, and Tom Patterson, Teacher, Resource Teacher, and Guidance at New Maryland Elementary School – Melissa, Elise and Tom have made a significant, positive impact on one student, and his mother has seen a remarkable improvement in her son's behaviour, whose mental health had been negatively affected in his previous situation. With their care and understanding, her son is now happy, and participates in class and engages in group activities. He is offered every opportunity without bias, has friends, and feels he is part of the class.

Tara McNeill, Industrial Arts Teacher at Fredericton High School – When Cassandra, a grade 12 student with Down syndrome, expressed an interest in car detailing, Tara did what she does best – she made it happen. Cassandra's resource teacher and mother have both witnessed her grow as she's pursued her interest – one that provides her with career opportunities after high school. Tara is now consulting with the school's resources department to learn how the shop area could be configured into a space that's accessible for everyone.

Education Team at Oromocto High School – The education team at Oromocto High School goes above and beyond for their students, establishing resources to enhance students' success. This has included mindfulness activities to assist with behavioural issues, and exploring opportunities for students to become more independent within a safe environment. Their effort in creating an accessible learning environment has impacted the students and their families, who speak highly of the team.

About the New Brunswick Association for Community Living (NBACL)

NBACL is a provincial, non-profit organization that works on behalf of children and adults with an intellectual or developmental disability and their families. NBACL leads in the creation of opportunities for individuals with an intellectual or developmental disability to live full and valued lives in all aspects of society.

THE LEADERSHIP CORNER

THANK YOU

Tina Estabrooks,
NBTA Staff Officer



Confront-pivot-provide describes the life of teachers, school leaders, students, support personnel, families and communities during the past fourteen months. With relentless determination you navigated a never-ending cycle of challenge.

On several occasions, we heard school leaders express deep gratitude for all of the cooperation and support you provided during these turbulent times. Although we suspect you heard statements of appreciation daily, we were compelled to provide space for leaders to share their messages. So...this Leadership Corner is a tribute to you and the work you do to support your students and your school.

Tina

Enjoy these words of gratitude expressed by school leaders from across the province.

Having the support and friendship of a great group of lady principals has made all the difference in navigating this challenging year.

- Thank you to the teachers who put the SEL needs of our students in the forefront of learning.
- Thank you to the superintendents who allowed us the autonomy to lead, and supported our schools with outdoor learning.

The custodians at our school demonstrated extra commitment and caring this school year. They completed numerous requests well outside of their typical duties with smiles and words of encouragement.

Thank you to those educational assistants that continued to support those learners most impacted by the Blended Learning Model in our High Schools.

Thank you to our administrative assistants who fielded the many questions and inquires about Covid symptoms, educational expectations along with tech questions from our families.

Thank you (NBTA) for this opportunity to recognize the positives within this year.

Thank you to the primary school teachers who spent their entire day either in their classrooms with students, or on duty with students. Thank you for continuing to come to school with a positive attitude and a smile every day!

Thank you to our dedicated group of educators, who, through each and every day of this pandemic, still managed to focus on student engagement, and learning. Most importantly, however, they managed to make their relationships with students a priority, and guide them positively through these changing times!

Hats off to each and every staff member in our schools and district offices for all the extra and new you have had to take on this year. From cleaning to digital platforms to ever-changing protocols, everyone should be commended for their flexibility and commitment to our students' education. You all rock!

There is something to say about a strong staff that just trucks through the ongoing changes. Little complaining or negativity, just recognizing this is the way it is, and we will make the best of it. And that is what they have done...continued to support students, made learning fun and productive while keeping our students safe and happy!

A BIG thanks to teachers for donating a well-needed item to a special young man.

- A thanks for looking out for a colleague in need of someone to listen to them.
- Thanks for working together to organize our school data collection.
- Thanks for organizing an experiential learning opportunity for some of our students.
- A shout out for your commitment to supporting a student.

“Feeling gratitude and not expressing it is like wrapping a present and not giving it.”

- William Arthur Ward

“There’s nothing you can throw at me that I haven’t already heard.”

- U2

We have had our students do STEM activities each month and the children have had a tremendous amount of fun while they learn this year. We post these challenges each month on our DFMS Facebook page. The challenges are being created by Brilliant Labs each month, which has been a great help. This challenge was can you build a trap to catch a leprechaun? And the second one is can you design an Easter Basket and finally a project where they tried to build a nest that if an egg fell was soft enough to protect it. Lots of good learning while having fun.



I would like to recognize the teaching staff for embracing the ever-changing protocols, and keeping each other and the school community safe.

The dedication of all our staff has been amazing and so much appreciated! The operational plan for our school was developed by the administration, but it was the teachers, educational assistants, our administrative assistant and custodians who brought it to life. Working together we have found success during a very challenging year!

I’m thankful for hearing laughter in the hallways during this trying year. I’m grateful for an amazing Wellness Committee. Kids are such troopers and are so resilient this year. I appreciate that teachers have been intentional about using outside spaces all year long. I love how students have adapted so well to all of the changes in phases. I am grateful for the staff who put students first every day. Hurrah to teachers who taught, reinforced and monitored Covid safety protocols with all students. Thank you to administrators for your leadership and support. Thank you to custodians who went above and beyond to keep our school clean and safe.

Thank you to our community businesses that did not hesitate in supporting our school/education this year! We did it, thank you to the Parks and Recreations Department of Riverview! Your contribution made this year an active year for all our students, staff and the larger school community. Thank you to the New Brunswick Arts Council! Your support and guidance helped make this year one of color. Thank you to our NBTA Counsellors for being there. Your support has made the dark times of this global pandemic brighter!

The staff of Tabusintac Community School has weathered many storms in the short five years I have been the principal, but none as challenging as the pandemic. Clearly at a time when everyone is under extreme pressure, worried, and exhausted beyond words, they stick together and try to make every day enjoyable and productive for our students. Although we have not been able to physically gather like we have always been able to do, we have found ways to gather our students and staff virtually – from bingo games to dance parties on “Teams”. Although this year has been tough on everyone, we are weathering the storm and I expect to see the same faces, smiling from ear to ear, in September of 2021 – and hopefully we won’t have to be wearing see-through masks to actually see those smiles!



Thank you to the teachers for taking on Microsoft TEAMS and KNOCKING IT OUT OF THE PARK!

During a time that could have been isolating at our school, we had monthly whole school activities to promote SEL and community. Staff and students really enjoyed these opportunities.



Thank you to the school based ESS “Educational Support Team” for constantly ensuring students’ social emotional needs were met first in ensuring a smooth transition back to full time learning in September but also all throughout the year. I am grateful for these diverse, supportive and skilled teams who work their magic every day to support student and staff wellbeing.

Thank you to our administrative assistants. They are true everyday heroes. Whether it is dealing with student illness, nose bleeds, minor aches, finding a lunch, band-aid distribution or discussing covid-related symptoms or non-related symptoms to families, they show up every day despite not knowing what each day will bring!

Grateful for the supportive community, staff and students during the last year. Trying new things has resulted in improvements that we will continue next school year. Superintendent Gregg Ingersoll provided solid leadership. Appreciative for the staff who were willing to try new things. Outstanding work from Dan Steeves and Amie Dorcas, our vice principals who keep things rolling.

Without the resiliency of our incredible students, this year would have much more challenging than it was. Thank you, kids!

Thank you to those staff who continued to pivot when cases were on the rise. Thank you to those staff who worked tirelessly to ensure our buildings were clean and safe each day. Thank you to the bus drivers who transported our most precious cargo day in and day out. Thank you to our specialist teachers who found creative ways to make every moment of learning outside count. Thank you to our administrative assistants who were the front line day after day of the good, the bad and the ugly. Thank you to the teachers and educational assistants who made sure that learning happened no matter what. Thank you for never giving

up, for persevering, for being resilient, for modeling calm, for being part of a large team working for the same goal- educating our children.

Thanks so much to the Healthy Learner Nurses, Health & Safety Coordinators, and Public Health for the much needed guidance and advice during an unprecedented time. We are all so fortunate to have had so much support to ensure the safety of staff and students!

An immense thank you to District Staff who were so responsive and patient in answering all our Covid questions!

Thank you to all our custodial staffs. The year could not have gone on without you. Your exceptional work kept us all safe.

Thank you to all teachers and educational assistants. In a world where you were told to constantly change your approach to teaching, you handled every single demand with professionalism and continually met every request! Our Education Department is so fortunate to have so many dedicated people. Thank you for what you do and continue to do each day.

Thank you to teachers and students who came to school each day with a positive can-do attitude!

Thank you to our custodians who have had so many responsibilities added to their daily tasks, but continue to keep our schools clean and safe for everyone!

Thank you to the teachers who handled every change in colour, every change in procedures with a smile and a “we can do it”. Thank you to the custodians who took on so much more to keep us safe this year. Thank you to the students who did everything that was asked to be safe in this difficult time.

To school administrators who took calls late into the evening and weekends to ask the hard questions, seek clarification and share best practices with others – Thank you!

For high school teachers who taught in two places at once, who recorded videos, answered questions late into the night, gave up their prep periods to meet with struggling at-home learners and who pivoted with every change – Thanks is not enough!





Kim McKay,
NBTA Staff Officer

POINT 2.0

The revised support program for early career and supply teachers.



It's Coming...Get Ready!

NBTA, your professional association, is pleased to announce that major changes are launching in September 2021 to provide increased supports to early career teachers – including supply teachers.

What do you need to do?

During the month of June we will be emailing current or prospective eligible POINT 2.0 participants. The email will ask you to confirm (or correct) the length of time you have been teaching. The more teachers who respond, the more accurate our program lists will be when we launch. Easy. Watch for your email beginning the first week of June.

Promoting the Profession Together

Chantal Lafargue,
NBTA Staff Officer



Your NBTA Communications Team is excited to share some highlights about recent enhancements and changes that are on the horizon.

Window Clings and Hashtag

Early next school year, NBTA members will receive a small window cling which can be displayed on a variety of surfaces. This initiative aligns with the priorities of the NBTA strategic plan to promote teachers' contributions to public education in New Brunswick. The NBTA Board of Directors recommended the use of the hashtag pictured in the image below.



In an effort to showcase the positive contributions of New Brunswick's teachers to public education, members are encouraged to use [#DedicatedNBTeacher](#) in their professional Facebook or Twitter posts when they share their Great News Stories next year. More specifics will follow in the next issue of the *NBTA News* and via your School Rep next September.

Share Your Stories

Do you have a story tip for the *NBTA News* or social media? Drop us a line at nbta.communications@nbta.ca

Follow the New Brunswick Teachers' Association on Facebook and Twitter: @NBTeachersAssn



nbta.communications@nbta.ca



New Brunswick Teachers'
Association - NBTA



@NBTeachersAssn

NBTA Website

The NBTA Communications Team and Staff Officers are finalizing the redesign of the public-facing side of the NBTA website. Enhancements in the first phase of the revamp include a new site menu, mobile device-responsive interface, interactive forms, and a search feature. Although there will be many changes, members will still register with the NBTA each year on the website and they will continue to have access to the Members' Only section. Stay tuned for more details in August!

Stay tuned
for changes to
www.nbta.ca

NBTA Member Updates

In April 2020, your Association adopted Mailchimp to send emails to all members to complement its existing information dissemination channels. This platform is used judiciously to reach members quickly with an identical message, and recent examples include: Updates regarding Covid-19 lobby efforts, NBTA Elections reminders and NBTA Council Day 2021 information. Members are encouraged to check their "Other" email inbox regularly, as emails may not go to the "Focused" folder in MS Office Outlook email. If you require support or further information, please contact Carlene.Parker@nbta.ca who manages the distribution lists.

WHERE, OH WHERE, DID MY ENERGY GO?

Carmen Meehan,
Teacher Counsellor

Professional Counselling
Service for Teachers



"When you recover or discover something that nourishes your soul and brings joy, care enough about yourself to make room for it in your life."

-- Jean Shinoda Bolen

"I'm exhausted." "My tank is empty." "Brain fog again!" These may be familiar thoughts to many of you as this 2020-21 school year winds down.

Self-Care

Noun / self'ker/

- The practice of taking action to preserve or improve one's own health by engaging in wellness activities and practices on a regular basis
- The practice of taking an active role in protecting one's own well-being and happiness, in particular during periods of stress.

It is June and summer vacation is on the horizon. You may be feeling guilty because you are continuing to count down the days. If so, this guilt is misplaced. This new world reality along with adapting school procedures has been physically and emotionally demanding and you need a break. You have been a witness to the frustrations your students have been feeling because of the many restrictions placed on them by staying in their bubble. You share their feelings of disappointment and sadness for all the activities they were unable to participate in due to this pandemic. And this is in addition to the countless hours devoted to learning new technology, planning lessons, and putting all your energy into doing your very best for your students. Protecting and recharging this energy is the most important thing you can do for yourself this summer. To do so ensures you are aware of how this past year has affected you and how you feel about yourself and those around you. This awareness will guide you in knowing how much you can give, not only at work, but also in your personal life. This is not a selfish indulgence, but rather it is an essential practice for teachers to prevent job burnout. Consider this quote by Eleanor Brown, "Self-care is not selfish. You cannot serve from an empty vessel." Right now, the thought of having to plan something else may feel like just one more thing to add to your already overflowing plate. But taking time to focus on your own physical, emotional, social, psychological, and spiritual health and wellness is the best gift you can give yourself, your family and your students. The following are some suggestions and questions which may serve as guides in creating a self-care plan:

1. Take time to reflect on what self-care means to you.
2. Make a list of things you like to do that bring you joy and nurture your heart, mind, body and soul.
3. What are your passions?
4. What/who makes you laugh?
5. Identify any barriers that might sabotage your self-care plan and strategize how to avoid them or how to work around them.
6. Write your self-care plan down and keep it in a place where you can see it every day.
7. Reassess how you are doing every couple of weeks. Are any of the barriers you previously identified popping up? Adjust if needed, but stay on the self-care track.

"To experience peace does not mean that your life is always blissful. It means that you are capable of tapping into a blissful state of mind amidst the normal chaos of a hectic life."

-- Jill Bolte Taylor

Having a self-care plan not only enhances your health and wellbeing, but it can help manage stress. Make yourself a priority so you can sustain positive self-care for the long-term. Identify and involve yourself in activities you enjoy which also support your holistic health needs:

- **Physical** - nurture your body - with exercise, healthy nutrition, water, sleep
- **Emotional** - nurture your heart - love, connect, care about yourself and others
- **Social** - nurture your relationships - positive relationships and connections with friends, family, community
- **Psychological** - nurture your mind - self-reflection, self-awareness, stimulate your intellect, grow
- **Spiritual** - nurture your spirit - find purpose and meaning, connect with your inner self

Our counselling team wishes everyone a safe and relaxing summer.

Putting Meduxnekeag “On the Map”

Our entire middle school (10 classes) has formed a company called “Lightning Inc”. Each classroom has their own business under the company umbrella and they have each created and marketed a product which were sold at our Outdoor Market on Friday, May 28, in the parking lot of Meduxnekeag Consolidated School. Our classes get together each week on TEAMS to discuss company business (i.e., coming up with our company name, writing our mission statement, creation of our logo, choosing our charity, etc.). It’s been a great way to connect classroom bubbles during Covid. Currently, our classes are working on creating their own commercials. These can be viewed on our

Facebook Page – Lightning Inc. We’ve had the local newspaper come and do an article on us, we’ve been featured on our local radio station and we will be in the June edition of the Ageless New Brunswick magazine in addition to Live at 5. In the words of the students – “We’re putting MCS on the map”. The students unanimously decided that all proceeds from our sales will go to “The Evan Graham Memorial Scholarship Fund” which is a cause very near and dear to our hearts, as Evan was a student here until his tragic accident last summer. We encourage people to like and follow our Facebook page.

submitted by Angela Stephenson, VP of MCS



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Sign-in begins at 11:30 am.

Fee: \$80.00 (green fees, cart, meal and prizes)/person. \$320 per team.

Make cheques payable to NBTA Golf Tournament and mail to:
**Larry Jamieson, 650 Montgomery St.
Fredericton, NB E3B 5R6**

Phone: (506) 452-1828 Email: janet.peabody@nbta.ca

NBTA Golf is a proud supporter of the Make-A-Wish Canada, NB Chapter

Entry Form
Registration and Payment Deadline:
September 21, 2021

Four Names:

1. _____
2. _____
3. _____
4. _____

Contact Person: _____

Telephone (Home/Cell): _____

(Work): _____ Email: _____

(Confirmation will be sent by email)



NBTA Bowling Tournament

Where: **Fairlanes Bowling Centre
936 Mountain Rd, Moncton**

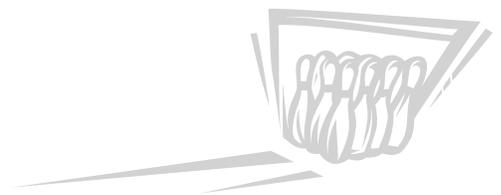
When: **October 15-17, 2021**

Cost: **\$250 per team**

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Please contact:

Adam Trider
adam.trider@nbed.nb.ca
506-875-9281





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Q: WHAT ARE MOBILE WALLETS?

by Shownalynn Reid, Senior Personal Banking Officer

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