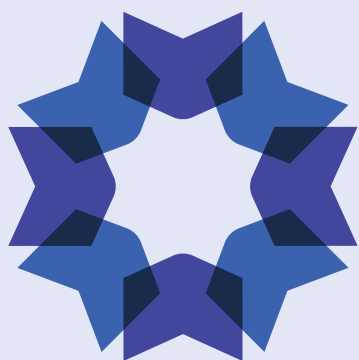


NBTA Professional Orientation and Induction of New Teachers

POINT **2.0**



NBTA

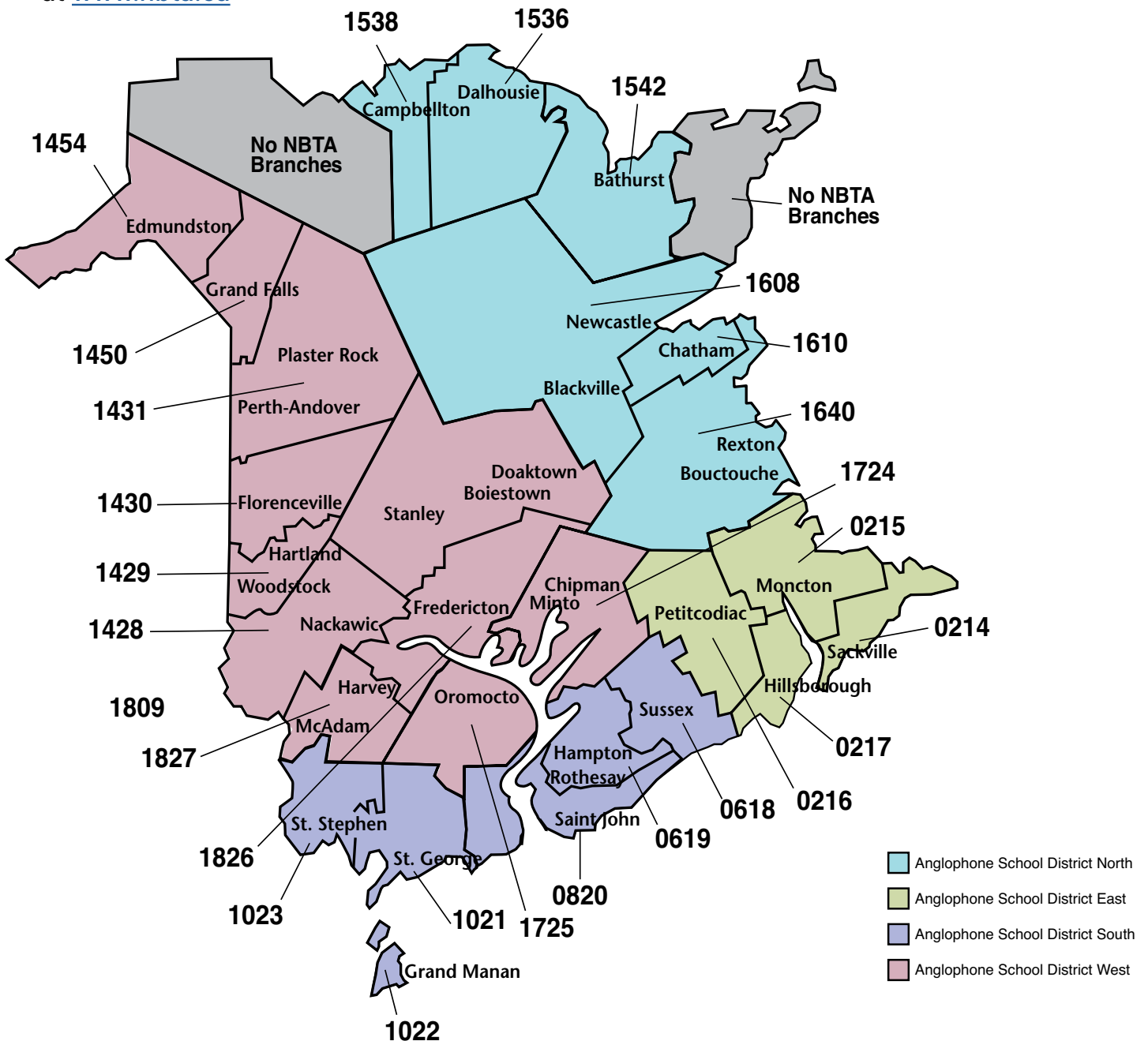
New Brunswick
Teachers' Association

2023-2024

Welcome to your Profession!

Thank you for choosing the teaching profession — you are indeed at the heart of education. The New Brunswick Teachers' Association is proud to support early career members through the Professional Orientation and Induction of New Teachers (POINT) program.

NBTA conducted focus groups with early career teachers around the province in November 2020. This special early career supplement is a result of recommendations from those teachers. The supplement is designed to provide key information to help any New Brunswick early career teacher. You can also access this document on our website at www.nbta.ca



POINT 2.0 — Program Overview

The New Brunswick Teachers' Association has proudly supported early career teachers through the Professional Orientation and Induction for New Teachers (POINT) program since 2010. The goals of POINT are:

- Early career teachers committing to an ongoing professional growth path that involves support from their professional association
- Early career teachers gaining both confidence and skills/knowledge
- Early career teachers who are well
- Professional partners collaborating in support of early career teachers

POINT 2.0 — What's New?

Effective August 2021, there are exciting new changes!

Eligibility: Any NBTA member with less than five years cumulative experience of contract and supply time will be eligible to participate.

Registration: No need to register - your local POINT Representative and school NBTA Representative will help us finalize the lists.

Benefits: Every POINT 2.0 participant will have access to their local POINT Rep. and an NBTA Staff Officer - both of whom are designated contacts for early career teachers. In addition, all participants will be able to access the NBTA POINT 2.0 Virtual Support Group. Each year of your program, you will have access to one signature benefit:

- Year 1 Cohort: Your Branch will be provided funding to plan "Welcome to the profession" events for you
- Year 2 Cohort: You will be eligible to attend Compass - the NBTA early career conference.
- Year 3 and Year 4 Cohort: You will be eligible to apply for one day release time to attend a professional learning event of your choice. Details about how to apply will be sent to you early in the fall.
- Year 5 Cohort: Your Branch will be provided funding to plan support opportunities for you. You will stay in Cohort 5 until you have cumulative five years experience.

NBTA looks forward to supporting all early career members, including supply teacher members, through POINT 2.0. Stay tuned for additional information.

NBTA: Your Professional Association



The NBTA is the anglophone teachers' association in New Brunswick. The New Brunswick Teachers' Federation (NBTF) is the teachers' union.

What do your dues pay for?

the \$760 that full time contract members pay annually in professional dues allow the NBTA and NBTF to maintain full-time professional staff who oversee services such as professional learning, finance, pension, communications, public relations, counselling, legal support, and contractual issues support.

Who can I contact for information?

NBTA President Peter Lagacy

peter.lagacy@nbta.ca
506-452-1721

Ardith Shirley
Executive Director
ardith.shirley@nbta.ca
506-452-1721

Michael Butler
Director of Member Benefits & Services
michael.butler@nbta.ca
506-452-1722

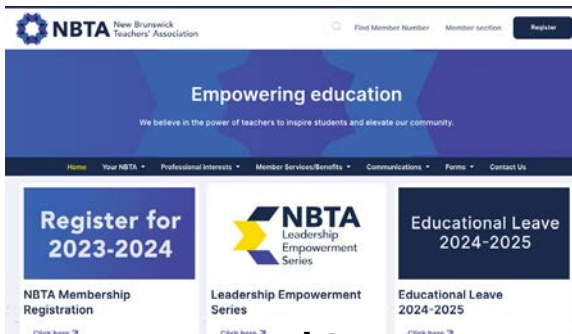
Chantal Lafargue
Director of Communications
chantal.lafargue@nbta.ca
506-452-1833

Kimberley McKay
Deputy Executive Director
kim.mckay@nbta.ca
506-452-1828

Rick Cuming
Director of Finance & Administration
rick.cuming@nbta.ca
506-452-1834

Dawn Beckingham
Director of Professional Learning
dawn.beckingham@nbta.ca
506-452-1835

Keep in Touch



www.nbta.ca



New Brunswick Teachers' Association - NBTA



@NBTeachersAssn

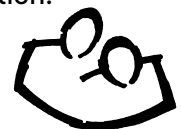
#DedicatedNBTeacher
#EmpoweringEducation

Get Involved

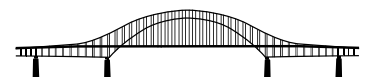
There are many opportunities for teachers to be involved with the professional association.

Teachers can:

- Read the *ConnectED (NBTA News)* online or in print
- Attend your local branch meeting as a guest
- Register to attend an NBTA sponsored professional learning session
- Access professional learning funds (Educational Improvement Grants) through www.nbta.ca
- Join an NBTA committee in your area of interest (curriculum, finance, education support services, pension, communications, etc.)
- Join your Elementary, Middle or High School Council Executive
- Participate in the NBTA POINT 2.0 program



Elementary Council



Middle Level Council

NBTF: Your Union



The New Brunswick Teachers' Federation represents all teachers in matters of working conditions and economic welfare. It represents approximately 9000 members in the negotiation and application of the Collective Agreement. The Federation also provides services in the areas of pensions, teacher certification, group insurance and employee assistance programs. From the total dues that you pay, \$250 goes to the NBTF.

Who can I contact for information?

Your NBTA President, Peter Lagacy (2023-2025), is a co-President of the NBTF and can be reached at 506-452-1721 or by email at peter.lagacy@nbta.ca

For any inquiries regarding the Collective Agreement (working conditions, benefits, and salary), contact one of the staff of NBTF:

NBTF Staff

Kerry Leopkey
Executive Director
kerry.leopkey@nbtffenb.ca

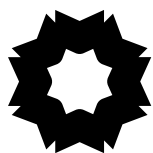
Caroline Foisy
Deputy Executive Director
caroline.foisy@nbtffenb.ca

Nicole LeBlanc
Labour Relations Officer
nicole.leblanc@nbtffenb.ca

Barry Snider
Labour Relations Officer
barry.snider@nbtffenb.ca

They can also be reached by phone by calling the main desk: 506-452-8921.
Check out their website: www.nbtffenb.ca

This page is an *excerpt* from the NBTA Code of Professional Conduct.
Please go to www.nbta.ca for the complete document.



NBTA
New Brunswick
Teachers' Association

Code of Professional Conduct

of The New Brunswick Teachers' Association

(Revised June 2011)

THE PLEDGE

We, the members of the New Brunswick Teachers' Association (NBTA), accepting the responsibility to practise our profession according to the highest ethical standards, acknowledge our responsibility to the teaching profession. We are prepared to judge and to be judged by our colleagues according to the provisions of the Code of Ethics (the "Code").

CODE OF ETHICS

1. Teacher-Student

It shall be unethical for a teacher to

- (a) treat pupils in a manner that is unjust or partial;
- (b) exploit the privileged relationship between teacher and pupil;
- (c) undermine the confidence of teachers or students in other students;
- (d) divulge other than through professional channels any information of a personal or domestic nature concerning pupils obtained in the course of his/her professional duties;
- (e) accept additional remuneration for tutoring a pupil in any subjects in which the teacher is responsible for giving classroom instruction to that pupil;
- (f) knowingly disregard the safety of his/her pupils;
- (g) fail to notify the Minister of Social Development, as per the terms of the Family Services Act, where he or she has information causing him or her to suspect that a child has been abandoned, deserted, physically or emotionally neglected, physically or sexually ill-treated, or otherwise abused.
- (h) fail to notify the Minister of Education where he or she has information causing him or her to suspect that a student has been physically or sexually ill-treated or otherwise abused by an adult in the school system.

2. Teacher-Teacher/Profession

It shall be unethical for a teacher to

- (a) seek a position except through professional means;
- (b) seek a position that is declared in dispute by the NBTF;

- (c) undermine the confidence of students or parents in other teachers;
- (d) criticize a fellow teacher except (i) when demanded or authorized by law or workplace policies; (ii) in response to enquiries for factual information by the administrative staff, in carrying out the normal course of their duty to the employer; or (iii) where warranted to protect the interests of the profession;
- (e) submit a report either oral or written on a fellow teacher without informing the teacher except as per 2(d)(i) or 2(d)(ii);
- (f) knowingly submit false or misleading reports on fellow teachers;
- (g) seek to change NBTA policy except through the proper channels of the NBTA (Local Branch, Board of Directors, Executive, General Meeting);
- (h) recognize any individual or group except the NBTA and the NBTF as the official voice of teachers;
- (i) criticize the NBTA, its Directors, Executive or Administrative Staff, except within the membership of the NBTA;
- (j) while holding a position of added responsibility, subscribe to the dismissal of a teacher on grounds related to work performance, without first attempting to help and counsel that teacher by means of formative evaluation;
- (k) accept personal gifts which would not directly benefit the school program, from companies servicing the needs of schools or student extracurricular activities;
- (l) use his/her position to profit from the sale of goods and services to or for pupils in the teacher's charge.

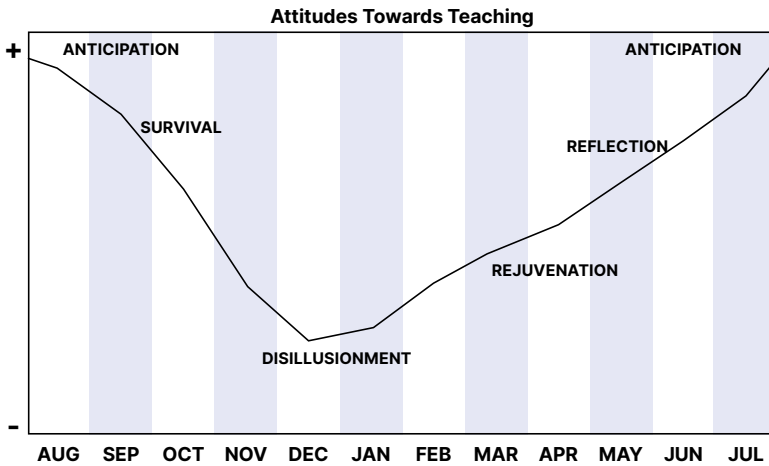
3. Teacher-Employer

It shall be unethical for a teacher to

- (a) acting alone or as a member of a group, take unilateral action with a School District, the Minister of Education, or any government person or persons, or politician in matters which is contrary to the position of the NBTA or NBTF, or which may be prejudicial to fellow members;
- (b) engage in activities which advance their personal financial interest to the detriment of the employer during the hours of instruction.

Phases of First Year Teaching

(Moir, 1990)



Anticipation

occurs before the new member actually joins the organization and involves a feeling of excitement

Survival

occurs as the new member begins teaching and experiences problems and situations not previously anticipated

Disillusionment

occurs as the new member experiences concern about competence and commitment

Rejuvenation

occurs as the new member experiences an acceptance of the realities of teaching and begins to feel a sense of accomplishment

Reflection

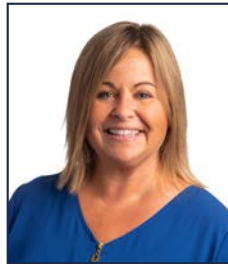
occurs as the new member reflects over the accomplishments of the past and experiences renewed anticipation

For more information, visit Ellen Moir's "New Teacher Center" website at: www.newteachercenter.org/blog/phases-first-year-teaching

Professional Counselling Service for Teachers



Lisa Calhoun
Counsellor/Wellness Coordinator
ASD-East
(506) 855-5243
lisa.calhoun@teacherwellness.ca



Ronna Gauthier
Counsellor/Wellness Coordinator
Saint John and St. Stephen Education Centres
(506) 634-2901
ronna.gauthier@teacherwellness.ca



Michael LeBlanc
Counsellor/Wellness Coordinator
Fredericton and Oromocto Education Centres
(506) 462-0208
michael.leblanc@teacherwellness.ca



Sara Hayward
Counsellor/Wellness Coordinator
Hampton Education Centre
(506) 832-6032
sara.hayward@teacherwellness.ca



Andy Stewart
Counsellor/Wellness Coordinator
ASD-North
(506) 624-2103
andy.stewart@teacherwellness.ca



Lisa Vienneau
Counsellor/Wellness Coordinator
Woodstock Education Centre
(506) 325-3932
lisa.vienneau@teacherwellness.ca



Anglophone East School District

<https://asdeast.nbed.ca>

Human Resources: asde.hrinfo@nbed.nb.ca

Support with Apply to Education: asde.hrhire@nbed.nb.ca

Technology:

Submit a Help Desk request Helpdesk (nbed.nb.ca)

ASD-E Staff Resources:

Office of the Superintendent Sharepoint Site: <https://nbed.sharepoint.com/sites/asde>
Curriculum, PowerSchool, Absence Management

NBTA Branches:

0214 Sackville
0215 Moncton
0216 Petitcodiac
0217 Hillsborough

MS Teams: ASD-E Teacher Induction & Mentorship Program

- 1st Year Teacher: Mentorship Development
- 2nd Year Teacher: Professional Growth Plan
- 3rd Year Teacher: Professional Growth Plan and Best Practices



WHO WE ARE

Our vision is to build a Professional Teacher Mentorship Program within schools to continue the development of effective school families where new teachers are supported and empowered.

WHO YOU ARE

Mentees: Teachers in the first three years of full-time teaching at ASD-E.

Mentors: Certified teachers in your school who are skilled in working with adults and youth, current in curriculum, problem solvers, and excellent role models with effective interpersonal skills.

WHY HAVE A MENTOR?

Learn about school policies and procedures, get help with planning, classroom management and every day questions.

WHY A MENTORSHIP PROGRAM

It provides support, assists with creating Professional Growth Plans and develops best practices.

A Better Future Through Quality Education



Anglophone North School District

<http://asd-n.nbed.nb.ca/>

Primary contact for district early career teacher supports:

Gail Craswell, Director of Curriculum and Instruction

gail.craswell@nbed.nb.ca

Other key district contact names and numbers:

Tanya Quigley: AESOP (District), Apply to Ed (District),

Pensions & Benefits (Miramichi, Rexton)

Cathy Johnson: Pension & Benefits

(Campbellton, Dalhousie, Bathurst)

Marianne Calhoun: Employee & Family Assistance Program, WorkSafe NB, Wellness

Robin Harvey Nichol: Payroll (Campbellton, Dalhousie, Bathurst)

Shelby Goodin: Payroll (Miramichi, Rexton)

Adam Deveaux: Technology (Campbellton/Dalhousie/Bathurst); Glenn Johnson: Technology (Miramichi/Rexton)

NBTA Branches:

1538 Campbellton

1536 Dalhousie

1542 Bathurst

1608 Newcastle/Blackville

1610 Chatham

1640 Rexton

Who is eligible for district early career teacher support each year?

- First year contract 'D' or 'B' teachers who have not yet participated in the program. In some cases, a 'D' is awarded late in the year. These teachers would participate in the ECT program the following year provided they received either a 'D' or a 'B' at the beginning of that year

Overview of ASD-North supports for early career teachers

- POINT Program and mentorship
- Collaborative TEAMS site
- District conference
- Funding to support:
 - o release time with mentors/other experienced colleagues
 - o resources that support professional growth or pedagogy

ASD-North Words of Wisdom for Early Career Teachers:

Build good relationships: strong and trusting relationships are foundational to learning. Cultivate these first and the learning will follow.

You will always be learning so take the pressure off: you don't have to have this all figured out. Focus on becoming really good—really, really good—at one new thing each year.

Trust yourself

Ask for help. Your colleagues may seem really busy. That's because they are. But teachers are generous and always willing to engage in a conversation about learning.

Lean into the passion that brought you here to education: don't lose that passion when the going gets tough—and it will get tough. That passion will be your armor.

Take care of yourself: you can't be there for your students or your colleagues if you aren't there for yourself first.



Anglophone South School District

<https://secure1.nbed.nb.ca/sites/ASD-S/Pages/welcome.aspx>

Director of Curriculum
and Instruction: **Ryan Price**

AESOP: asds.aesop@nbed.nb.ca

Support with Apply to Education & Human Resources:
Lynn Keith and Jayne Ingalls

Pension & Benefits: **Lori Munn**

Employee & Family Assistant Program: **Shanna Waye**

Payroll: **Lori Munn**

Technology: **Ray Simpson** – SSEC, **Adam Mosher** – SJEC,
Sheila Fox - HEC

NBTA Branches:

0618 Sussex
0619 Hampton/Rothesay
0820 Saint John
1021 St. George
1022 Grand Manan
1023 St. Stephen

In ASD-South first year contract 'D' teachers (1.0 fte) are eligible for district early career teacher support.

Some things we do:

- Early Career Teacher Program - Professional Learning focused on programs, instruction, education support services, and classroom management strategies
- New teacher mentorship
- Dedicated Microsoft Teams' site



Anglophone West School District

<http://web1.nbed.nb.ca/sites/asd-w/Pages/default.aspx>

Director of Curriculum and Instruction	dianne.kay@nbed.nb.ca
Director of Schools	OEC - Gina.Dunnett@nbed.nb.ca WEC - Jay.colpitts@nbed.nb.ca
AESOP	tammy.king@nbed.nb.ca
Support with Apply to Education & Human Resources	melissa.stewart@nbed.nb.ca Karen.kozak@nbed.nb.ca
Pension & Benefits	WEC - julie.weeks@nbed.nb.ca OEC - marion.chisholm@nbed.nb.ca FEC - lindsay.maclean@nbed.nb.ca
Employee & Family Assistant Program	rosanne.purinton@nbed.nb.ca
Payroll	WEC - lynn.demmings@nbed.nb.ca OEC - karen.hulberg@nbed.nb.ca FEC - brittany.ouellette@nbed.nb.ca
Technology	WEC - michael.white@nbed.nb.ca OEC - steve.bobbitt@nbed.nb.ca FEC - rob.hohmann@nbed.nb.ca

NBTA Branches:

1454 Edmunston
1450 Grand Falls
1431 Perth/Plaster Rock
1430 Florenceville/
Centreville
1429 Woodstock/Hartland
1428 Nackawic/Cantebury
1809 Stanley/Boiestown/
Doaktown
1826 Fredericton
1827 Harvey/McAdam
1724 Chipman/Minto
1725 Oromocto

In ASD-West we follow the provincial guidelines in supporting all new D or B contract teachers to our district.

Some things we do:

- Welcome to the FAMILY BAG
- In the fall of the year: We have a one-day conference for Early Career teachers, depending on the COVID restrictions we will go back to this format.
- In May or early June: We work to provide an opportunity for early career teachers to openly ask questions to Jay Colpitts (ASD-W) and Kerry Leopkey (NBTF) about Teacher Contracts, Recall Rights, ASD-W Staffing Process, Postings, Human Resources, and any other individual questions.

ASD-West Words of Wisdom for Early Career Teachers:

Always reach out and ask, never assume.

POINT 2.0

Welcome to your professional association!

NBTA, as the Professional Association, is pleased to offer support specific to the needs of our early career teachers. Part of that support comes through POINT - Professional Orientation and Induction for New Teachers. Each NBTA

Branch has a POINT Liaison (pictured below) who takes the lead in organizing a Branch welcome, as well as a mid-year follow-up. Thank you to our POINT teacher volunteers who help make new teacher support possible.



Lorissa Johnson
0214



Heather Morgan
0215



Catherine Ross
0216



Kerri Ryder
0217



Shane Tremblay
0618



Jillian Kiervin
0619



Stacey Wood
0820



Christine Bourque
1021



Sally Cogswell
1022



Marla Anderson
1023



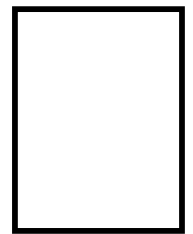
Jennifer Rogers
1428



Françoise Martin-Kee
1429



Emily Keenan
1430



TBA
1431



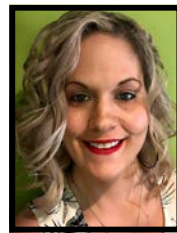
Harmien Dionne
1450



Parise Plourde
1454



Angela Young
1536



Krista Metallic
1538



Stephanie Coles
1542



Kelly Sisk Matchett
1608



Sheri Lynn McFarlane
1610



Dale Mundle
1640



Wendy Robichaud
1724



Kandy Voutour-Barton
1725



Angela Lardner
1809



Stacey Killam
1826



Tina Noble
1827