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NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

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| 3. Derrick Baker  | 9. Angela Dawe    |
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| 7. Derek Drover   | 13. Della Way     |



It has been a busy fall here at the NLTA, as we prepare to re-launch three of our public awareness campaigns, all designed to highlight the work of our members and the triumphs and struggles in the classroom. Stayed tuned for new stories as part of our *Teachers Change Lives* and *Invest in Our Kids* campaigns over the next several months. You will also see more information in the coming weeks about our re-branded *Class Size Counts...Now More Than Ever* initiative. Use these campaigns as a way to speak with parents and members of the school community about what is needed in schools to support students and educators.



I want to thank all those that contributed to this issue of *The Bulletin*. The November/December issue contains the President's first Up Front, an interview with the President of the NLTA's largest branch and important updates from our SICs. Please continue to share the good work happening in your classrooms, schools and communities – we want to hear about it! And if you have someone in your school that you feel the entire membership should get to know, tell us and they could be featured in an upcoming *An Interview With...* feature.

Take care and stay safe.  
Jennifer



# THE bulletin

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# UP FRONT WITH THE NLTA PRESIDENT



*Morale is a state of mind. It is steadfastness and courage and hope.* ~ George C. Marshall

Colleagues/Friends,

I hope you have been well and have been finding healthy ways to balance your work and personal lives through the fall.

It's time for real discussion...

During my connections with you via email, phone, or during school visits, I have heard the heaviness, the pressure, and the frustration in your voices. While seeing the many successes and positive interactions in your schools, I subsequently heard comments such as: "I don't know how much longer I can do this,"; "I cannot keep up this pace for the entire school year,"; or "I want to do more, but..."

Your comments are undoubtedly coming from a place of care and concern for your students, yourselves, and your own families.

It is abundantly clear that the level of human resourcing in our schools does NOT address the individual and collective needs of our students. Many class sizes are much too large, and one thing that persists across the board is the complexity of student experiences that are present in your classrooms. The challenges of meeting students where they are and providing the supports they need are always there, and are magnified when numbers become excessive. As educators, we know that allocating resources to a classroom or school can NOT be determined by reviewing sheer numbers alone.

So what are the tell-tale signs of an under-resourced school? Unfortunately, teachers and administrators know these very well:

- Teachers having to step aside from their core professional duties to be re-deployed to cover tasks normally assigned to Student Assistants
- Expanded duty schedules
- Negative impact on morale and culture of school buildings
- Physical tiredness and exhaustion

- Compassion fatigue and burnout start to emerge
- Impact of the ongoing pandemic on workload and school routines is exacerbated
- ...just to name a few.

Burnout has a face...Fatigue has a face...

So moving forward...

- 'Class Size Counts...Now, More Than Ever!' We will be re-launching this public awareness initiative before the holiday break. Stay tuned for related components and activities.
- After significant pressure and advocacy by the NLTA, there has been a commitment by government to conduct an independent review of the Teacher Allocation Model. The Independent Appointments Commission (IAC) recently advertised openings for a three-person committee to carry out this work. We are closely tracking this process and will be advocating strongly for meaningful consultation and input with the Association, other education stakeholders and the public. The voices and experiences of NLTA members in the field will be of critical importance, so please be prepared to offer your own input as opportunities to participate and provide feedback arise.
- 'The President's Advisory Team on Teacher Mental Health & Well-being' – this is a new and emerging initiative by your NLTA Provincial Executive to advise the Association on matters critical to the mental health and well-being of members. The objectives are to engage members in open consultation (e.g. through various means, such as member surveys, town halls, interviews, etc.), to identify gaps in current supports, to provide recommendations (with tangible steps) for addressing needs, and to provide input on an advocacy

plan for the NLTA. Provincial Executive Member and Table Officer Kelly Loch will be chairing this team and Executive Member Sheldon Slaney has been appointed as Executive representative. Kelly and Sheldon will be seeking 'Expressions of Interest' from members to sit on this team; stay tuned.

We have an opportunity in this province to establish a public education system that fully supports ALL students and effectively provides NLTA members with the time and resources that are essential for meeting student needs and ensuring our schools are safe and healthy to work and learn. The working environment for teachers IS the learning environment for students.

If you have an individual concern or thoughts, please do not hesitate to reach out to me directly. Your stories and experiences give weight to our advocacy as there is strength in sharing the realities of lived circumstances in our classrooms and schools.

Please stay connected to our efforts moving forward. Any degree of success will require a consistent and steady push on multiple fronts, always with the goal of creating a fair and just public education system that respects and empowers teachers and gives them what they need to support all students.

Yours in Solidarity,

PROVINCIAL/NATIONAL/INTERNATIONAL

# NEWS

## ST. BONAVENTURE'S COLLEGE

### Presentation teaches grades K-4 students about physical exceptionalities and inclusion

Students in grades K-4 at St. Bonaventure's College in St. John's received a presentation from Dr. Glenn Barry, Guidance Counsellor, on the topic of disability awareness, on September 20 and 21, 2021. Dr. Barry is a trained volunteer with Easter Seals, which is the organization that has developed a disability awareness program called, "I Can Too...!" The program is directed at young children, to facilitate their understanding of various disabilities. It focuses on the many positive attributes of people who are living with various types of physical disabilities.

The Easter Seals Disability Awareness "I Can Too...!" program addresses issues within a very flexible interactive structure that includes storybooks, videos, and a collection of multicultural teaching dolls with various types of adapted equipment such as: a wheelchair, walker, hearing aids, leg braces, forearm crutches, and a white cane. One visually impaired doll even has a service guide dog. The mate-

rial is available to any school interested in addressing disability awareness and inclusion.

The major strength of the Easter Seal's "I Can Too...!" program is that it utilizes a very child-centered psychosocial educational approach to teaching very young children about the nature of various disabilities while educating children about how we are all the same in so many ways and yet 'just a little' different in other ways.

Individual differences are discussed, and children can quickly learn that all children are more alike than different in that they all have feelings, want to have friends and have fun. Children learn that every individual has strengths and weaknesses, likes and dislikes, which help form the makeup of their own unique personality. Students also receive the take-away message that these special attributes which all individuals possess can often be overlooked or masked when a person has a physical disability.

The message is also given that it is okay to be different and that differences make us who we are. Inclusion for all is emphasized, as is the important concept of the benefits of differentiated instruction to meet the educational, social and psychological needs of all students. The Easter Seals Disability Awareness "I Can Too...!" program celebrates the uniqueness and developmental diversity of every child while promoting a culture of inclusiveness for all children.

For additional information, please visit the Easter Seals web site [www.easterseals.nf.ca](http://www.easterseals.nf.ca). If you are interested in becoming a trained volunteer with the Disability Awareness Program "I Can Too...!" or to access Easter Seals programs and services, please phone: (709) 754-1399 or 1(877) 754-1399, [info@eastersealsnl.ca](mailto:info@eastersealsnl.ca). You may also contact Dr. Glenn Barry, Guidance Counsellor, St. Bonaventure's College: [gbarry@stbons.ca](mailto:gbarry@stbons.ca), Tel: (709) 726-0024.



Dr. G. Barry, Guidance Counsellor, St. Bonaventure's College, teaching students about exceptionalities and inclusion.



## CONCEPTION BAY SOUTH

## PE teacher saves boy from raging river

Darren Colombe is a Physical Education teacher at Leary's Brook Junior High in St. John's. On June 5, 2020, he was exactly where he needed to be, and it was surely a day he will never forget. The following is Darren's recount of that day's events.

"My twins asked to go to Manuals River in Conception Bay South to cool off as it was a beautiful warm day. However, upon arrival we quickly discovered the river was raging and too dangerous to play in. I became very nervous as kids were too close to the water's edge for comfort and few would have known of the rapids past the bridge. Suddenly my girls, along with others, began to shout, "there's someone in the river". A young boy was caught by the current and in serious trouble. Following the pointed fingers, I ran down the side to try to get closer before jumping in the fast-moving water. I was able to catch up to him only to lose grip as he slipped away. With the edge of the drop off quickly approaching, I was able to reach him a second time and got him safely to the side along with his mom, who also tried to reach him. Aside from some battered legs on my part, everyone was safe and unhurt. We were all very fortunate and will remain friends forever."

Congratulations to Darren for his heroic act of bravery! His selflessness on that day will not be forgotten.



Darren and his daughters at Manuals River.

## A Time!

### Celebrating a Century of Teacher Education in NL



Faculty of Education EDGE Event  
May 13-14, 2022

Emera Innovation Exchange Centre  
Signal Hill Campus, St. John's NL



### CALL FOR Presentations/Papers

In 2021-2022 the Faculty of Education is celebrating 100 years of teacher education in Newfoundland and Labrador. We are envisioning no ordinary conference/symposium, but rather a gathering – a time to celebrate, reminisce, and reflect on our accomplishments and contemplate the future of teacher education and its role in the ongoing development of this Newfoundland and Labrador – in short, **A Time!** The event will include guest speakers and presenters as well as a variety of music, art, drama and storytelling representing the diversity of our educational community. It will conclude with a gala banquet on Saturday evening.

We welcome a variety of proposal topics and look forward to receiving your ideas and submissions. Sample focus areas could include:

#### Historical aspects of teacher education, for example:

Moving from the normal school to the faculty of education, the impact of wartime, denominationalism, women and education, the impact on political, cultural, and economic life in Newfoundland and Labrador indigenous education, internationalization.

#### Public interest and engagement aspects of teacher education, for example:

Responding to transcultural and newcomer communities, alliances and partnerships with indigenous, LGBTQ +, international and French communities, promoting disability studies, building better education for youth affected by poverty, homelessness, and mental health struggles, building partnerships (NLTA, DOE, etc.).

#### Innovations and future directions for teacher education, for example:

Change in curriculum, pedagogy and practicums, the impact of artificial intelligence (AI), emerging social movements, developments in technology education, the potential for future studies and forecasting, individualizing and personalizing curriculum delivery, highlighting ethical, equitable and sustainable issues in teacher education, exploring Harlow experiences.

The 100th Anniversary Committee for **A Time!** is now launching a formal invitation for proposals. We welcome proposals for any—or any combination—of the following presentation formats:

- individual or group papers
- archival showcases
- artifact studies
- oral histories and memoirs
- interactive demonstrations
- multi-media presentations
- dramatic readings
- songs and recitations
- musical and dance performances
- historical re-enactments
- visual art
- posters, banners, or exhibits

Proposals are accepted until **January 15, 2022.**

**Please submit your proposal to:**

<https://forms.gle/ttL3qAWo8N4ohdPm7>

Queries related to your submission, or our event, may be sent to:  
[ATime@mun.ca](mailto:ATime@mun.ca)

## OTTAWA

## Former NL educator awarded Roger Cyr Award for outstanding contributions to rail safety



Lloyd Hobbs

This past September, Operation Lifesaver (OL) Canada, a national non-profit organization dedicated to promoting rail safety, announced that Lloyd Hobbs is the recipient of its prestigious 2020 Roger Cyr Award. Lloyd is a retired teacher and former Assistant Executive Director of the Newfoundland and Labrador Teachers' Association.

Named after the founder of Operation Lifesaver Canada, the award is given out annually during Rail Safety Week (September 20-26, 2021) to an OL partner or volunteer who goes above and beyond in promoting railway safety.

Lloyd spent more than two decades as a teacher and school administrator in Newfoundland and Labrador before becoming a volunteer with Operation Lifesaver. His background as an educator made him an ideal rail safety spokesperson in the province's schools.

"When it comes to education, the earlier that you can get the message to kids, the more natural or normal the topic becomes. And it's never too young to start teaching safety," says Hobbs. "I've enjoyed being able to get back into schools and to share the rail safety message with children to see their faces when some of them are winners of a contest or have their presentations on display. And I've enjoyed the opportunity to talk to community leaders and political leaders about safety."

Although Lloyd spent much of his working life involved in education, he ended his career at the Newfoundland and Labrador Safety Council where he first got involved with Operation Lifesaver.

"Lloyd's background and his desire to educate Canadians to prevent needless rail crossing and trespassing tragedies makes him very deserving of this award," says Sarah Mayes, National Director of Operation Lifesaver Canada. "He understands that unsafe behaviour can have devastating consequences for individuals, families and communities, and he's worked hard to ensure that Canadians, especially young people, know how to stay safe around tracks and trains."

Operation Lifesaver Canada wishes to extend its congratulations and thanks to Lloyd for his outstanding efforts in promoting rail safety in Canada. *(Information for this article was reprinted with permission from Operation Lifesaver.)*

## NEWFOUNDLAND &amp; LABRADOR

## NLTA Branch Leadership Seminars 2021

Over the past several weeks, the NLTA was pleased to be able to resume its series of seminars for Branch Presidents and School Representatives. This year seminars took place in Happy Valley-Goose Bay, St. John's and Gander. Participants had an opportunity to learn more about their roles and responsibilities as branch leaders, how to be a catalyst for change and increasing branch engagement. Another series of seminars will be held next fall.



Participants at Happy Valley-Goose Bay Branch Leadership Seminar.



Participants at St. John's Branch Leadership Seminar.



Participants at Gander Branch Leadership Seminar.



**ELI CLIFFORD BISHOP, JANUARY 29, 1943 – AUGUST 22, 2021**

Eli Clifford Bishop passed peacefully away on August 22, 2021 in his 78th year. An original resident of Cavendish, Trinity Bay, Eli graduated from Memorial University's Faculty of Education in the early 1970s after having spent several interim placements throughout the province before finally settling in his wife's childhood community of Pollard's Point, White Bay, where Eli initially began his teaching career at the ripe age of 17. Retiring as principal of Sop's Arm Central High School some thirty years later, he would dedicate the remainder of his life to the betterment of his community through exceptional intellect, courage, and generosity as he freely served its citizens in municipal leadership and political liaison. Known locally and affectionately as the "gentle man to go find whenever a personal affair needed to be righted," he spent countless hours preparing taxes, organizing make-work projects, and transporting people to medical appointments and/or emergencies without ever the expectation of personal gain. To Eli, it was simply the right thing to do for the people who helped him make a village his home.

His unselfish demeanor and kind face was equally compelling as he operated several businesses throughout the White Bay South region, where he fairly and respectfully employed many people who will never forget his passion for environmental conservation, wildlife preservation, and the simple act of giving back to the public that kindness which God so blessed him with a titanic heart.

Eli will be forever remembered by his friends in White Bay South where he resided at Pollard's Point for nearly sixty years as an influential educator, businessman, and community activist since 1965. His passion for small community rural development has left an indelible mark within the region, and it culminated in 2016 with his recognition as an inductee in the Newfoundland and Labrador Volunteer Hall of Fame.

Eli was predeceased by his parents Harold and Florence of Blaketown, Trinity Bay. He will be deeply missed by his loving family: wife Patricia; children Lisa (Robert) Moore, William (Barbara) Bishop, Lana (Peter) Whyte; grandchildren Kristen, Nicholas, Liam, Colin, Cally and Duncan; siblings William (Karen) Bishop, Harold Bishop, Dora (Junior) Jones, and Joan Bishop; as well as by a large circle of relatives and friends.

*(Submitted by Lisa Moore (Bishop))*

**GERALD STOKES**

On August 3, 2021, Gerald Stokes of Wesleyville passed peacefully away at the age of 80 years.

Gerald was born in Cape Freels on March 10, 1941 to Clara and Ernest Stokes. He attended Memorial University and began his teaching career in Noggin Cove. Gerald taught in Cape Freels, Wesleyville, Channel Port aux Basques, Little Bay East, Lumsden, and finished his 30-year career at Lester Pearson Memorial High School in Wesleyville in 1990. He was a respected teacher in his community and touched the lives of many students during his career.

Gerald was an avid outdoorsman who loved salmon fishing, moose hunting, bird hunting and berry picking. He spent endless hours tying salmon flies, a hobby he dearly loved and enjoyed in his retirement. He felt very lucky to spend many years in his retirement doing the things he enjoyed the most.

Gerald will be lovingly remembered by his wife of 57 years, Ruby, his daughter Cindy (Sid) Hillier of Corner Brook, his son Brad Stokes (Patsy Marshall) of Wolfville, Nova Scotia, his grandsons Mark Hillier and Daniel Hillier of Corner Brook, his granddaughter Bailey Stokes of Wolfville, Nova Scotia, his sisters Florence (Gordon) Jackson and Susan (Sid) Burry. Gerald will also be fondly remembered by several nieces and nephews and countless friends.

*(Submitted by Cindy Hillier)*



**Eli Clifford Bishop**



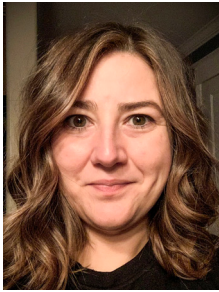
**Gerald Stokes**

## *In Memoriam Submission Guidelines*

Submissions to In Memoriam should be a **maximum of 250 to 300 words** and may contain a photo of the deceased. In Memoriams should be submitted within a timely manner – normally within the same school year (if possible) of the death of the teacher.

Please submit to: Michelle Lamarche, Editorial Assistant, *The Bulletin*, [mlamarche@nlta.nl.ca](mailto:mlamarche@nlta.nl.ca), Newfoundland and Labrador Teachers' Association,

Please be sure to include a contact name, school or business name, mailing address, telephone number and e-mail address.



## An Interview With... Marconi Branch President Krista Houlihan

**K**rista Houlihan is a teacher at Macdonald Drive Junior High School in St. John's and in 2021 became the President of Marconi Branch. Marconi is the largest Branch of the NLTA, serving 27 schools and over 800 teachers and TLAs in the St. John's region. Krista began her career in 2004 and teaches Français and Sciences humaines.

As an introduction to the membership in her role as Branch President, Krista answers a series of questions.

**Q.** What is your main priority as President of the Marconi Branch?

**A.** My main priority is to be a voice for the Marconi members. I want the members to know that I am here to listen and to act on their behalf. Teacher wellness, workload, and class size and composition are issues that I am very passionate about.

**Q.** What do you see as the biggest challenge/opportunity for NLTA branches in this province, specifically your branch?

**A.** The biggest challenge for NLTA branches is apathy. Now, more than ever, we need our members to be engaged with the Association. Teachers/TLAs have more and more being added to their plate. The needs in our classrooms are growing and support is limited. Something needs to change.

The biggest opportunity for branches is to find creative ways to engage our members. The use of virtual meetings is one option. Time is of the essence and getting out to a location for a meeting may not be possible. Virtual meetings, specifically for the Marconi Branch, are a way to make meetings accessible to all.

**Q.** What role do you see the NLTA branches having in supporting members?

**A.** It is important for branches to ensure that their members feel connected and heard. Branches should have regular communication with their members so they are aware of the work that is being done behind the scenes on their behalf. School representatives have a huge role to play in helping the branch executives with this process.

**Q.** What do you consider your greatest achievement?

**A.** My greatest achievement to date is the little boy that calls me mommy. He is my pride and joy. My husband and I love watching him grow and learn new things. He amazes us every day.

**Q.** What motivates you to work hard?

**A.** My motivation to work hard is innate. My parents are hardworking, and they definitely have a role to play in my drive and dedication. Those that know me personally, know that I put my heart and soul into whatever I do. I can ensure the members of the Marconi Branch and the membership in general, that I will work hard in this role.

**Q.** Which historical figure do you most identify with?

**A.** This was a challenging question for me. I consider myself to be modest, so comparing myself to someone of great importance is difficult.

**Q.** What do you like to do in your free time?

**A.** My five-year-old occupies a lot of my free time. Together, we enjoy building train tracks, reading books, and playing outside. We currently take swimming lessons together. Thanks to COVID-19, parents have to get in the pool. When I do get time to myself, I can be found at the gym, out for a walk, or binge-watching a Netflix series.

*An Interview With...* is now a regular feature of *The Bulletin*. If you would like to suggest someone in your school community that you think the entire membership should get to know a little more, send your suggestion to [jtulk@nlta.nl.ca](mailto:jtulk@nlta.nl.ca).



# Are You Thinking About Retiring?

## INFORMATION YOU NEED TO KNOW

Under the *Teachers' Pensions Act*, a teacher is eligible for pension benefit:

- (a) At age 60, with at least five years of pensionable service. **Note:** teachers who retire **prior to age 60** with between 5 and 24 years of pensionable service will not be eligible for a pension until the month following their 62nd birthday.
- (b) At age 55 or after, with at least 25 years of pensionable service.
- (c) After completing 30 years of worked service\* (or 29.5 years by June), regardless of age.
- (d) After completing 29 years of worked service (or 28.5 years by June) and at least 30 years of pensionable service. Pension will be reduced based on the number of months a teacher will be retired prior to reaching age 55. Reduction ceases after age 55.
- (e) At age 55, with between 5 and 24.4 years of pension service, an actuarially reduced pension can be payable.

(\*worked service refers to all pensionable service, except university study buy-back that was purchased prior to 1991.)

Regardless of which retirement eligibility trigger applies, **pension is only payable in the month following resignation and application for a pension.** For example, a teacher who retires effective June 30 and a teacher who retires effective June 5 will both be eligible to start receiving a pension in July. This holds true no matter when or in which month a teacher chooses to retire.

### Access to Pension Estimator

Teachers have access to a pension estimator through the Member Self Service Portal on the Teachers' Pension Plan Corporation website at [www.tppcnl.ca](http://www.tppcnl.ca).

### Checklist for Retiring Teachers

The following checklist is designed to assist teachers as they participate and plan for this upcoming life phase change.

- Apply to the NLTA to attend a pre-retirement seminar up to two years prior to your year of retirement;
- Confirm the eligible date of your retirement with the TPPC at the pre-retirement seminar or by contacting the TPPC directly.
- Submit your resignation to the School Board (**do not** resign until eligibility has been confirmed): one month notice is required if retirement is to occur anytime prior to Christmas; three months notice (March 31<sup>st</sup>) is required if retirement is to occur after Christmas. If you are retiring at the end of the school year, it's imperative that you submit your resignation and paperwork before the end of June. Otherwise, you will

not be eligible for your pension until at least **August 1**.

- Applications can no longer be backdated. This is a Canada Revenue Agency (CRA) regulation.
- Apply for pension by completing and submitting the appropriate "Teachers' Pension" application prior to the effective date of your resignation.
- Complete and submit the "Direct Deposit" form to the TPPC if there is a change to your current "Direct Deposit" information.
- Apply for severance pay (if applicable) by completing the "Severance Payment Request" form.
- Most of your current Group Insurance benefits will automatically continue through deductions on your pension cheques. Long Term Disability and the \$10,000 Basic Critical Illness benefit, however, will terminate at retirement. Your current Basic Group Life and Accident Insurance coverage of two times annual earnings will reduce to two times annual pension. If you would like to convert your Group Life Insurance coverage that is being lost (reduced) to an individual Life Insurance program, make certain to contact Johnson Inc. to arrange to do so within 31 days of retirement/reduction of coverage to avoid the necessity of a medical application/underwriting. For further details please consult the Group Insurance website at [groupinsurance.nlta.ca](http://groupinsurance.nlta.ca) or contact Johnson Inc. at 1-800-563-1528.
- Consider joining the Retired Teachers' Association by completing the application form at [www.nlta.nl.ca/rtanl-membership-application/](http://www.nlta.nl.ca/rtanl-membership-application/).
- Consider seeking personal financial advice regarding financial decisions related to retirement.
- Keep your mind active and your body healthy. Enjoy life!

### Changes Effective Upon Retirement

- NLTA Membership status changes from Active Membership to Life or Associate Membership.
- Access to the services and benefits of the Employee Assistance Program (EAP) terminates.
- Basic Life Insurance coverage reduces to twice annual pension from twice annual salary (provided coverage is maintained and premiums paid); coverage terminates at age 65 and is replaced by a members only \$15,000 benefit after age 65.
- Basic Critical Illness Insurance terminates.
- Eligibility for EI ceases (unless a person becomes a "re-established worker" or is on a forced medical retirement).

Any questions or comments can be directed to Deana Hatcher, Administrative Officer in Programs and Services at the NLTA at [dhatcher@nlta.nl.ca](mailto:dhatcher@nlta.nl.ca), Tel: 726-3223 or 1-800-563-3599, ext. 270.



## Seasonal Affective Disorder

# A Light Changing Experience

by GAIL CARROLL

Beautiful long sunny days into the evening become distant memories as the daylight and the weather changes in late fall through the winter months. The changing light, weather and temperatures can get in the way of our energy levels, sleep and concentration and have a significant impact on our bodies, minds and spirits. We crave sunshine and the good feelings the sun brings our way.

*“As October began, I could hardly drag myself out of bed each morning. My body felt so heavy and tired. Normally I am a morning person, but I have noticed in the past few years that I am really struggling with my energy when the fall season arrives and I struggle just to get through the days, but it seems to resolve itself as the spring approaches and the days become longer again. I questioned if I had some type of depressive disorder, but, the funny thing was that I could think of no reason why I would be depressed.”* (Individual experiencing SAD)

What this person is referring to is Seasonal Affective Disorder, commonly known as SAD. SAD is a seasonal depressive disorder that is more prevalent in Canadian and northern climates where we are most affected by the lack of sun when our daylight hours are shorter with the changing of the seasonal light.

Seasonal Affective Disorder is commonly referred to as the *Winter Blues*. Do you ever think about any of the following questions?

1. Do you dread the long winter nights?
2. Do you crave carbohydrates in the winter and gain “winter weight”?
3. Do you like to hibernate in the winter?
4. Do you feel exhausted, anxious and/or depressed?
5. Do you crave sunlight?

If you answered YES to any of these questions, please keep reading to learn more.

One in six people or 6% of the general population on average is diagnosed with and/or experiences SAD. Another 20% of the population experience less debilitating symptoms and can be classified generally as the *Winter Blues*.

The symptoms of SAD generally begin to make an appearance between September and November each year and symptoms usually begin to relieve between

late March and early May as spring approaches. Seasonal Affective Disorder was first professionally described by Dr. Norman E. Rosenthal and his associates at the National Institute of Mental Health.

Symptoms of SAD can range from mild to severe and can interfere with an individual's ability to function in their daily lives relative to the severity of their symptoms.

SAD symptoms involve changes in:

- **Energy:** feeling more tired than usual but may not understand why.
- **Mood:** feeling sad, irritable, hopeless, higher sensitivity, bouts of crying and lowered self-esteem for a period of at least two weeks in duration.
- **Cognitive Function:** difficulties with memory and concentration. Brain feels sluggish. You are just not as motivated as usual.
- **Anxiety:** feel less able to deal with stress.
- **Immune System:** lowered immune function making you more susceptible to colds and other viruses.
- **Sleep:** sleeping more and/or having the desire to sleep more. Feeling sleepy during the day. Disrupted sleep and/or insomnia.
- **Eating:** a desire to eat foods higher in carbohydrates and calories (comfort foods) resulting in winter weight gain.
- **Socialization:** hibernating and isolating yourself.

The usual age of onset of SAD is 18-50 years of age. After age 50 the symptoms of SAD and risk of SAD significantly declines; however, research has not yet been able to show the reason(s) for this.

### Why does SAD happen? What causes it?

It is believed there are two hormones the body produces that are affected by light and our bodies' natural circadian rhythms. It isn't fully understood how and why SAD happens; however, current theories showcase the role that sunlight plays in producing the two key hormones that regulate your bodies' sleep-wake cycles, energy and mood. These two hormones are:

1. **Melatonin** which our bodies manufacture to regulate our sleep-wake cycle. When it is dark (days are shorter) our body makes more melatonin



which can make us feel sleepy and lethargic.

2. **Serotonin** which is also made by our bodies and is related to our mood. Exercise and sunshine can increase our serotonin levels. Increasing or higher levels of serotonin help us fight depression.

### What can you do to combat SAD?

- *Recognize the signs and symptoms* and talk to your doctor about your symptoms.
- *Be aware of the light in your life.* Try to increase the amount of time you spend outdoors. Try to take a walk over your lunch break or after work. Increased exposure to sunlight/daylight for even 20-30 minutes a day can be helpful. You can also explore different forms of light therapy. Two favorites in light therapy are the Philips goLite Blu Energy Light and the Philips Wake-up light which simulates the sunrise and sunset ([www.philips.ca/c-m-pe/light-therapy](http://www.philips.ca/c-m-pe/light-therapy)). Ensure that you spend as much time as possible in well-lit spaces throughout the fall and winter months, i.e., keep blinds and curtains opened, arrange furniture so that you are getting the maximum exposure to the light and trim tree branches that may block the light from your home.
- *Pay attention to your diet.* Try to eat good carbs, (rice, pasta, whole grain breads) as opposed to eating junk food. Ensure you are getting lots of vitamins, especially magnesium and potassium along with your ABCD vitamins. Eat a good mixture of fruits and vegetables along with nuts and whole grains.
- *Vitamins:* A good multi-vitamin is helpful and a minimum of 1,000 IU of Vitamin D is more helpful. Vitamin D can be purchased in tablets, melting mint strips and liquid drops. Vitamin D is known as the sunshine vitamin and according to the Ministry of Health in British Columbia, many Canadians are Vitamin D deprived because our climates are so different than those of the southern USA. Some interesting and helpful reading on Vitamin D is “The Vitamin D Cure” by James E. Dowd, M.D.
- *Work with it!* Recognize how the changes of seasons affect you and if they do, be sure to seek professional advice from your doctor, Employee Assistance Program and/or local mental health resources, i.e., Canadian Mental Health Association. When individuals work with their symptoms and seek professional consultation when needed, the symptoms of SAD can be managed whether through artificial light, natural light, exercise, diet, vitamins, anti-depressant medication, talk therapy or a combination of the above.
- *See a counsellor:* Talk therapy and cognitive behavioral therapy can be helpful. Remember to contact your Employee Assistance Program.

- *Others:* Practice stress management. Take good care of yourself. Get out and socialize. Take a trip to a warm, sunny place.

Whatever you choose to do this fall and winter season, remember to take good care of you!

Gail Carroll is currently on leave as a Coordinator with the Employee Assistance Program for Teachers. For confidential assistance contact Kenda Riggs (ext. 265) or Kathy Taylor-Rogers (ext. 242).

### References

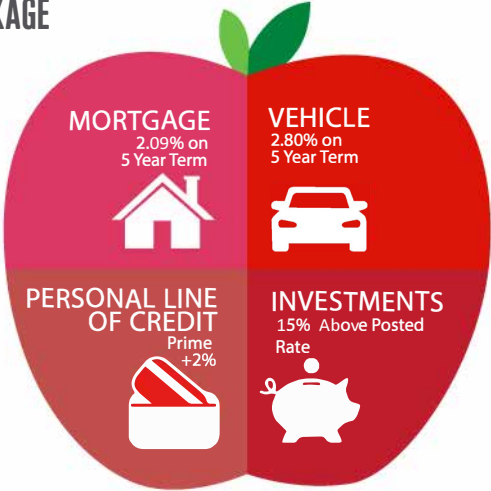
[www.sad.org.uk](http://www.sad.org.uk)  
[cmha.ca/understanding-mental-illness/mood-disorders/seasonal-affective-disorder](http://cmha.ca/understanding-mental-illness/mood-disorders/seasonal-affective-disorder)  
[www.mayoclinic.com](http://www.mayoclinic.com) (articles referencing seasonal affective disorder)  
[www.heretohelp.bc.ca/factsheet/seasonal-affective-disorder](http://www.heretohelp.bc.ca/factsheet/seasonal-affective-disorder)

### Resources



- For stress management: [www.irest.us](http://www.irest.us) (for yoga and mindfulness meditation)
- Vitamin D: *The Vitamin D Cure* by James E. Dowd, M.D.
- *Winter Blues: Revised Edition: Everything You Need to Know to Beat Seasonal Affective Disorder* by Norman E. Rosenthal, M.D.


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As a teacher, you care for your students. We at NLCU, applaud all that you do, so consider this bundle of special offers a “Care Package” of sorts. You can benefit from any one or all of these special rates.

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\* Annual Percentage Rate (APR) means the cost of borrowing for a loan expressed as an interest rate. It includes all interest and non-interest charges associated with the loan. Rates subject to change without notice. All loans and rates subject to credit approval.

# OF SPECIAL INTEREST...

## NL MUSIC EDUCATORS ASSOCIATION 2021 AWARD WINNERS

On October 22, 2021, the Newfoundland and Labrador Music Educators' Association, held our annual provincial music conference. As well, on October 23, for the second time since its inception, we partnered with the Nova Scotia MEA, Prince Edward Island MEA and the New Brunswick Teachers' Association to host the Atlantic Regional Conference, sponsored by CMEA. This virtual event was a tremendous success as we brought together presenters and clinicians from across North America in two full days of phenomenal Professional Learning. As well, in partnership with the CMEA, we presented awards to four of our colleagues. Congratulations to all award recipients!

### **Jamie Wilkinson Memorial Award: JENNIFER ANSTEY CLARKE**

Presented annually to a teacher in this province who exhibits a passion for music, demonstrates perseverance, musically inspires their music students and who takes great pride in their school music program and endeavors to encourage young musicians to enjoy all that music offers.



In 1989, Jennifer Anstey Clarke began her post-secondary studies at Mount Allison University in Sackville, NB where she studied piano and voice. By her third year, she turned her primary focus toward K-12 Music Education. After completing her B. Music and B. Education degrees in 1994, Jennifer started her teaching career in Labrador City where she taught full time K-6 Music. Since 2018, she has been the Music Teacher at Exploits Valley High in her hometown of Grand Falls-Windsor. She takes great pride in her rebuilding of the Music and Musical Theatre program at EVH. Jennifer has been an inspiration to many students and looks forward to many more years of dedication to instilling a love of music in all of her students.

### **Heather MacDonald Memorial Award: DANIEL BROWNE**

The Heather MacDonald Memorial Scholarship is awarded annually to an outstanding Music Education intern.

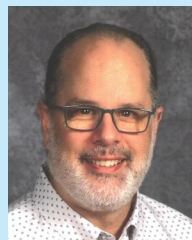


A cellist, choral conductor, and arranger, Daniel Browne's wide range of experience and skills serve him well as an up-and-coming music educator. Daniel completed a Bachelor of Music with Honours and a Minor in French in 2020 and is now working towards a Bachelor of Music Education.

Recipient of, among others, the Dame Vera Lynn Scholarship in Music, the Dr. Maureen Volk Award, and the Memorial University Medal for Academic Excellence in Music, Daniel strives for excellence in his education and development as a musician.

### **CMEA Builders Award: ROB LEE**

The Builders Awards seek to recognize those who advance music education in any Canadian province, through building community or establishing significant collaborative efforts.



Rob Lee is presently the high school instrumental music teacher at Holy Heart of Mary High School in St. John's, NL where, along with applied music classes, electronic music classes and a robust guitar program, he directs the school's concert band, jazz band, string orchestra and drumline. Rob believes that music is one of life's great joys, that music can wonderfully create community, connect people and strengthen our shared humanity.

### **CMEA Builders Award for Newer Teachers: JOANNA BARKER**



Joanna Barker is an L'nu (Mi'kmaw) musician, songwriter, performer and music educator from Qapskuk, Ktaqmkuk (Grand Falls-Windsor, NL). She chairs the board at Girls Rock NL, an organization which she co-founded. Joanna has delivered arts-based programming to both Indigenous and non-Indigenous youth throughout Newfoundland, Labrador and PEI as a contract employee of the Labrador Creative Arts Festival, the National Arts Centre and MTIE. Currently, Joanna is the K-12 music teacher in Natuashish at the Mushuau Innu Natuashish School.

**If you have any questions  
re the NLTA Special Interest Councils, contact:**

Darlene Johnson, Administrative Officer,  
Programs & Services, NLTA

Tel: 726-3223 or toll-free at 1-800-563-3599, ext. 241,  
djohnson@nlta.nl.ca

**NEW**  
**Health Education Council**  
**Website (English/French)**

Are you looking for Health resources or lesson plans to help supplement your health programs? Our Health Education Council is very pleased to announce we have a new and updated website with English and French links. Information and plans on:

- Mental Health
- Healthy Eating
- SEL
- Gender Identity and Sexual Health
- Substance Abuse
- Physical Activity
- Injury Prevention
- Skills Based Health Education
- Comprehensive School Health

Check us out at: <https://sites.google.com/nlesd.ca/nltahealtheducationcouncil>

If you would like to be a member of the Health Education Council and be informed on Health initiatives, Health PL or ask questions concerning teaching Health related issues in school, please contact our President, Angela Norman at [angelanorman@nlesd.ca](mailto:angelanorman@nlesd.ca).



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**SAVE ENERGY**  
**TO WIN \$2,500**  
**In Chapters Gift Cards**

**Get your students into energy efficiency with the takeCHARGE School Contest!**

**Contest Details**  
**Two Contests:** Grades K-6 and 7-12  
**To enter:** Create a short video, book, song, poster, artwork or whatever you like about saving energy. Get Creative!\*

**Prize:** Chapters Gift Cards  
 K-6 | Valued \$2,500 for your class.  
 7-12 | Valued \$500/student\* and \$500 for your school.

**Deadline to Enter**  
 K-6 | Friday, February 4, 2022 by 4 PM  
 7-12 | Friday, February 25, 2022 by 4 PM

**Visit [TakeChargeNL.ca](http://TakeChargeNL.ca) for contest details.**

\*takeCHARGE encourages you to follow public health guidelines when creating your entry. † up to 4 students/entry





## ATTENTION Grade 7-12 Teachers... We Need Your Help!

Education Week 2022  
is taking place March 14-18.

The theme is  
**A Place to Grow •**

**Un espace pour s'épanouir**

We are calling on all Grade 7-12 students to help us design a logo for the week! Get your students' imaginations working and ask them to draw, paint, doodle or create digital art that illustrates what the theme means to them.

The student who draws the winning logo will receive a **\$100 prize** and that student's home-room class will win some cool swag with the logo printed on it.

Please email your students' entries to:

**EducationWeek@nlta.nl.ca**

The deadline to submit is  
**January 10, 2022.**

EDUCATION WEEK  
MARCH 14-18 2022  
A PLACE TO  
**GRoW**

LA SEMAINE D'ÉDUCATION  
14-18 MARS 2022

UN ESPACE POUR  
**S'ÉPANoUIR**

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Johnson Insurance is a tradename of Johnson Inc. ("JI"), a licensed insurance intermediary. Home and car policies underwritten exclusively, and claims handled, by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply and/or vary based on province/territory. \*As of March 1, 2021, \$800 combined savings available on home and car insurance if the following discounts are applicable: conviction free, multi-line (home and auto), multi-vehicle, long term, member (home and auto) select in NL, NS, PE, and winter tire in NB, NL, NS. Dollar savings may vary otherwise.

# NEWS & EVENTS

For a full list of conferences and professional development opportunities, visit the NLTA website at [www.nlta.nl.ca/pd\\_opportunities/](http://www.nlta.nl.ca/pd_opportunities/)

## Dates to Remember

### December 2021

- Dec 2 NLTA Provincial Executive Meeting  
Dec. 3-4 NLTA Joint Council Meeting  
Dec 16 **Deadline:** PD Fund applications

### January 2022

- Jan 20 **Deadline:** PD Fund applications  
Jan 28-29 NLTA Provincial Executive Meeting  
Jan 31 **Deadline:** Receipt of nominations for Barnes, Bancroft, Allan Bishop and Special Recognition Awards

### February 2022

- Feb 14 Janeway Day in the Schools  
Feb 17 **Deadline:** PD Fund applications

## Class Size Counts... Now More Than Ever



Stay tuned for more information and the re-launched campaign.

## APPLYING FOR EDUCATIONAL LEAVE?

Educational Leave Applications 2022-23 for the CSFP are now available on the NLTA website. NLESD applications will be available soon. Please check back at [www.nlta.nl.ca](http://www.nlta.nl.ca).

Application is made to the District.  
District deadlines are as follows:

**NLESD: January 14, 2022**

**CSFP: January 14, 2022**

## NLTA CHRISTMAS HOURS

Please be advised that the NLTA building will be **CLOSED** from **December 24<sup>th</sup> to January 3<sup>rd</sup>** (inclusive) to allow staff to enjoy the holiday season. The office will reopen on January 4, 2022.



Each year your Association honours several of its members with four prestigious awards:

**Bancroft Award**

**Barnes Award**

**Allan Bishop Award**

**Special Recognition Award**

If you feel that someone within your school qualifies for nomination for one of the awards for the 2021-22 school year, please contact your school representative who will forward the name and information on this person to your branch president or the appropriate special interest council president.

All nominations must be completed on the NLTA website at [www.nlta.nl.ca](http://www.nlta.nl.ca) and must be submitted by January 31st in order to be considered.



# FIRST-EVER RECIPIENTS of the 2021 Premier's Award for Teaching Innovation and the Minister of Education's Award for Compassion in Teaching



## PREMIER'S AWARD FOR TEACHING INNOVATION

Recognizes primary, elementary or secondary teachers in all disciplines who have demonstrated innovation in instruction and who have gone above and beyond to find innovative ways to deliver the curriculum resulting in greater educational outcomes for their students.

The 2021 Premier's Award recipients are:

- **Colin Barry**, St. Matthew's School, St. John's
- **Matthew Grant**, Holy Trinity High, Torbay
- **Stacey Hopkins**, Leary's Brook Junior High, St. John's
- **Lindsay Janes**, Crescent Collegiate, Blaketown
- **Céline Monnier** – École des Grands Vents, St. John's
- **Sam Paterson**, Brookside Intermediate, Portugal Cove-St. Philip's

## MINISTER OF EDUCATION'S AWARD FOR COMPASSION IN TEACHING

Recognizes inspirational and compassionate teachers at the primary, elementary or secondary level who have gone above and beyond to support the social, emotional and mental health of their students, colleagues or school community as a whole.

The 2021 Minister of Education's Award recipients are:

- **Pamela Avery**, Swift Current Academy, Swift Current
- **Kim Bonnell**, Eric G. Lambert School, Churchill Falls
- **Nathalie Brunet**, Macdonald Drive Junior High, St. John's
- **Erin Coates**, Mount Pearl Senior High
- **Dustin Rideout**, ConnectED
- **Gail Spicer**, St. James Regional High, Port aux Basques
- **Catherine Tansley**, Mount Pearl Intermediate, Mount Pearl
- **Sara Toope**, Beachy Cove Elementary, Portugal Cove-St. Philips

Further information on each of this year's award recipients can be found at [www.gov.nl.ca/releases/2021/exec/1028n05/](http://www.gov.nl.ca/releases/2021/exec/1028n05/)

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LIVES EVERY DAY