

bulletin

ELECTION ISSUE 2020



DON'T FORGET TO **VOTE** • YOUR **VOTE** COUNTS

CANDIDATE* FOR PRESIDENT

CANDIDATE* FOR PRESIDENT

CANDIDATE* FOR VICE-PRESIDENT



DEREK
DROVER

TRENT
LANGDON

MAUREEN
**DOYLE-
GILLINGHAM**



ONLINE VOTE DATES
FOR PRESIDENT
NOV. 23–27



ONLINE VOTE
DATES FOR
VICE-PRESIDENT
DEC. 14–18

CANDIDATES FOR PRESIDENT

Derek Drover



Education

B.A., B.Ed., M.Ed. (Leadership)

Teaching Experience

- Primary, Elementary, Intermediate, High School
- Single-grade and Multi-grade classrooms
- Administrator with full-time classroom teaching duties

NLTA Experience

- Provincial Executive (2007-present)
- Chairperson, Collective Bargaining Committee (2019-present)
- Table Officer (2010-present)
- Teacher Collective Bargaining Conference (June 2019)
- Chairperson, Staff Negotiations Committee (2013-19)
- Chairperson, Ad Hoc Committee Province-Wide Vote for President and Vice-President and Remuneration for Vice-President and Executive (2017-19)
- Building Professional Negotiation Skills, Gardiner Centre (2017)
- Ad Hoc Committee Policy Review (2016-17)
- Canadian Teachers' Federation (CTF) AGM Delegate (2011-20)
- Council of Atlantic Provinces and Territory Teachers' Organizations (CAPTTO) AGM Delegate (2011, 2013-18)
- Teacher Certification Committee (2015-18)
- Membership Engagement Committee (2014-17)
- DEECD Graduation Requirements Focus Group (2015)
- Education International 7th World Conference (2015)
- Chairperson, Pooled Investment Committee (2010-11)
- Finance & Property Committee (2009-11)
- Group Insurance: Trustee (2007-2009); Chairperson (2009-11)
- International Foundation's Annual Canadian Employee Benefits Conference (2008, 2009, 2010)
- Education Forum of the Rural Secretariat (2009)
- Chairperson, EAP Coordinating Committee (2007-09)
- International Foundation's Trustees 2 Group Benefits Course (2008)
- Seagaulher Branch: President (1999-2007), Vice-President (1997-98), Political Action Officer (1993-97), School Representative

Colleagues,

Please let me begin by thanking those who have nominated me for the office of president and the many colleagues so far who have expressed their support and encouragement. As members of NLTA we all share the bond of union and Association membership and of always doing our utmost to meet the needs of our students. As stated in the Canadian Teachers' Federation's (CTF) literature review (June 2020) which highlights factors contributing to the recruitment and retention of teachers in Canada, "studies...also showed that teachers always put students first, calling

for increased fairness, more resources, reduced class sizes, hiring of teaching assistants, updated materials and equipment" (p.5).

My friends, like you, I entered this profession because I want to make a difference in the lives of our young people. However, despite our best efforts, the challenges and the stress keep escalating. The CTF's literature review *Recruitment and Retention of Teachers* further states, "Many do not have time for a proper work-life balance since they have to work during the weekends" (p. 4).

Over the years, our education system has seen numerous reforms, initiatives, and reports offering hope for improved teaching and learning conditions, including the March 2000 report *Supporting Learning: Report of the Ministerial Panel on Educational Delivery in the Classroom*; the 2007 report *Focusing on Students; The ISSP & Pathways Commission Report*; and the 2007 report *Education and Our Future: A Road Map to Innovation and Excellence*. However, too often our hopes have been dashed. Too often teachers have been left feeling stranded while incessantly having to innovate to survive the demands of an increasingly complex profession while striving for the excellence we seem to be always promised. Years and decades of budget cuts have taken their toll as the system frantically scrambled into the opening days of school, despite months to prepare for the return to school of staff and students. Even then, the mantra of "people, space, time, and place" didn't apply as stringently to schools – the very environment where Covid-19 safety precautions should be held to the highest standard to serve as a model for others.

So once again, we have been promised a better education system, a way forward, even during these unprecedented times. The government's own *Education Action Plan: The Way Forward* states, "Education is one of the most critical investments a society can make in its future" (p. 3). I agree, but we have heard that sentiment before from elected officials. While I welcome the infusion of much needed resources from the implementation of the education action plan, it is clear the responsive teaching and learning policy has also heightened the expectations and demands placed on our members. While our Association's own survey of Phase 1 and 2 schools shows some positives, it also shows that resourcing (human and otherwise) is a concern and that workload has increased. Sounds familiar.

As these unprecedented times unfold and we face workload, class size, and other challenges together, I think of the 2004 Dibbon report *It's About Time!!: A Report on the Impact of Workload on Teachers and Students*. It was time then and it is time now to put education first. Our children and our members who care for them deserve no less. This time choose real change and together we can make a real difference.

I respectfully ask for your support to be the next president of your NLTA, Derek

CANDIDATES FOR PRESIDENT

Trent Langdon

Dear Friends & Colleagues:

I am seeking your support to become the next President of our Association. Since the start of my career and throughout my life, I have stood for: **Integrity, Equity, & Fighting for what is Right!**

As your *Vice-President*, I have worked decisively and diligently to address long-standing issues within our workplace and respond to critical and emergent needs. I make every effort to educate myself on provincial, national, and international issues that impact education and teacher welfare (e.g. workplace mental health, violence, attacks on unions...).

I am proud to be a member of your leadership team (under the direction of our current President) as we have endured austerity budgets and times of great uncertainty. I stand by the decisions that our Provincial Executive and hard-working NLTA staff have made, with the best interests of our membership always on the forefront.

As *Chair of your Negotiating Team*, I have fought alongside fellow teachers and NLTA staff to reach the best possible deals for our collective membership.

As a *Fulltime Teacher*, while serving as your Vice-President, I continue to experience the daily stressors, challenges, and the 'highs & lows' of our school environments.

As a *Unionist*, I am forever grateful for the right to unionize and for the power of collective action.

As an *Advocate for Social Change*, I have unequivocally spoken out on critical issues (provincially & nationally) such as support for our 2SLGBTQAI+ colleagues & gender equity within our Association. With a membership that consists of approximately 75% women, it is time for this gender ratio to be reflected in our leadership ranks; I will support and make distinct efforts to further this toward reality.

The NL public education system and the NL economy are undergoing significant change at unprecedented rates given the current COVID-19 pandemic. Now is NOT the time to be complacent. To proceed without a clear vision for our members and our Association would be reckless; with your help, I want to help create that vision!

I am energized by the influence of our teachers throughout our province. I value your time, your contribution, and your perspective. I have been available to members as needed and will commit to serving you in this personal capacity. I have listened and I have learned... I seek solutions... I will continue to listen & learn. It has been an honor to serve as your Vice-President.

I respectfully ask for your support on Election Day.

Yours in Solidarity, Trent

Trent Langdon, M.Ed., C.C.C.

My Platform

1. Change Management & Response
 - Continuous tracking of COVID-19



- Protection & building of our Collective Agreements/Benefits
- Advocacy re: workload & workplace safety
2. Mental Health Protections & Response
 - Building of our Employee Assistance Program
 - An Educator Mental Health Strategy
3. Leadership Development
 - Branch & Special Interest Council support
 - A **Leadership Program** for our members with particular emphasis on increasing female representation
4. Member Outreach & Engagement
 - A commitment to the building of identity and morale
 - Appreciation for the unique variety of assignments/specialty areas/geographic regions
5. Reliable member communications & opportunities for 'A VOICE'

NLTA Involvement

- Serving 4th year as Vice-President & Table Officer
- Serving 4th term (8 years) on Provincial Executive
- Chair of Negotiating Team (2017-21)
- Sponsor Body Member – Teachers Pension Plan Corporation (3 years)
- Board Member – Canadian Teachers Federation (CTF)
- Past-President (4 years) of the NL Counsellors & Psychologists Association (NLCPA) – NLTA Special Interest Council
- NLCPA Lifetime Achievement Award Recipient (2019)
- Former Executive Member (Waterford Valley Branch)
- NLTA Barnes Award Recipient (2012) for outstanding service to the professional development of teachers in NL

My Biography

- I have held rural & urban teaching positions; it is very clear that our needs and experiences are diverse, given location and size of school
- I have been a Guidance Counsellor at St. Peter's Junior High (Mount Pearl) for the past 13 years in a densely-populated school, serving 650+ students
- Born and raised in Norris Arm (Notre Dame Bay)
- Parenting teenage, twin boys in Mount Pearl with my wife Tammy
- I have extensive local, provincial, & national board/governance experience
- I have worked with youth for more than 25 years within the public school system, residential group homes, and not-for-profit charitable organizations
- Volunteer & Professional work with: Boys & Girls Clubs of Canada/Conservation Corps NL/Canadian Counselling & Psychotherapy Association (CCPA)
- Canadian Certified Counsellor (CCPA)
- CCPA School Counselling Award Recipient (2017) recognizing exceptional work and professional commitment to the profession

The battle continues to improve our public education system and to protect our roles within it.

Contact me via Email: trentlangdon17@gmail.com, Twitter: @TrentLangdonNL, or LinkedIN. Check out my resume & platform at: <http://trentlangdon.blogspot.ca>

CANDIDATE FOR VICE-PRESIDENT

Maureen Doyle-Gillingham



A STRONG VOICE

NLTA Involvement

- Bay de Verde Branch
- Baccalieu Representative, Treasurer, Secretary/Past President
- Member/Chair Curriculum Committee
- Chair Communications/Political Action
- Ad Hoc Committee Province-Wide Voting
- Educational Leave Committee
- Finance/Property Committee
- School Board-Teacher Liaison Committee
- Group Insurance Manager/Chair
- Pooled Investment Chair
- BGM/CONTACT Delegate
- Provincial Executive
- Staff Negotiations Committee
- CTF/FCE Status of Women Committee
- CTF Women's Symposium Delegate
- ASCD Delegate

Education

- Bachelor of Arts/Education
- Bachelor of Special Education
- Dental Assistant Diploma

Employment

- Instructional Resource/Secondary Teacher
- Substitute
- Employment Counsellor
- Dental Assistant

Teaching is a demanding career, which continues to ask more and more of its educators. Yet it seems that schools become less funded and resourced as demands increase. Attitudes towards Education have to change! Education must be prioritized: it should be equated to investment, not expenditure. Our most precious resource, our students, should be educated by teachers who feel supported and respected. The 2020 NLTA elections will give members the opportunity to create change during these challenging times.

I have accepted the nomination for **NLTA Vice-President**. I want to be a strong voice for the innovation that is needed, and should be implemented, in education. The NLTA plays a vital role in serving teachers and I want to assist our Association's progress during these unprecedented times.

Whether you are a new teacher or have been teaching for years, the work environment has changed. Student needs have increased, class sizes are inflated, while resources are deflated. Teachers feel exhausted, stressed, and are longing for positive change. This began long before a global pandemic arrived! Work-life balance has disappeared – workloads can seem impossible. While we are working tirelessly to keep up, our salaries have not!

Teachers have voiced many challenges. These concerns have kept me actively engaged; questioning and communicating for the betterment of our profession. I have chosen not to let these issues defeat me, but rather to fuel my fire!!

We must strive for what is right! We must be heard! A vote for me is a vote for an understanding, yet strong, straight-forward voice. I will not settle for complacency; I have seen and heard the shortcomings, and the successes. I have the insight, passion, and drive to be an effective voice for all.

Collective Bargaining, Teacher Health and Wellness, Workload Concerns, Communication/Membership Engagement, Premier's Task Force on Improving Educational Outcomes, and Protection of Teachers have been the Association's priorities for 2019-2021. I have actively advocated for these priorities to stakeholders at all times.

As we continue, more issues will need to be addressed:

- Communication and training are vital! A global pandemic catapulted us into uncharted territory. Individual's health and safety are essential; there should not be a double standard for educators!
- Stripping our contract needs to stop! Collective bargaining must highlight the commitment to our roles. Educators need to be respected and valued.
- Improved working conditions. Sustainable workloads permit effective teaching, while maintaining a positive work-life balance for all.
- Increased support/resources need to be implemented to fulfil the Universal Design for Learning! A well-resourced environment will benefit all.
- Interventions and resources need to be in place for staff! Mental Health issues have increased dramatically over the years; proactive resources, approaches, and personnel need to be available. We cannot keep pouring from empty cups!

Education must be a priority. Now is the time to unite in solidarity and pride. Our profession needs to be secure, our workday manageable, and our lives balanced. We will not accept less; I will fight for no less!

It's time!

I ask for your support on December 14-18, 2020.