NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION
THE
bulletin

ELECTION ISSUE 2026

WHAT YOU NEED TO KNOW

NLTA ALL MEMBERS ONLINE VOTE FOR
PRESIDENT AND **VICE-PRESIDENT**

CANDIDATE FOR PRESIDENT*



DALE LAMBE

ST. JOHN'S
(MEMBER OF CONCEPTION BAY SOUTH BRANCH)

CANDIDATE FOR VICE-PRESIDENT*



ANGELA DAWE

ST. JOHN'S
(MEMBER OF ST. JOHN'S CENTRE BRANCH)

*ELECTION ISSUE OF THE BULLETIN INCLUDES ALL DECLARED CANDIDATES WHOSE NOMINATIONS WERE SUBMITTED BY SEPTEMBER 27, 2026 AS PER ASSOCIATION POLICY.

CANDIDATE FOR PRESIDENT

Dale Lambe



Dale Lambe for NLTA President 2027-29

Proven leadership for Challenging Times
La direction dans des moments difficiles

Complete educational and professional background can be found here: *https://sites.google.com/view/dale-lambe-for-nlta-president/home*

NLTA Involvement

- NLTA President (2025–Present)
- NLTA Vice President (2023–25)
- NLTA Executive Member Teachers' Pension Plan Sponsor Body (2023–Present)
- NLTA Executive Teachers' Think Tank Participant (February 2024)
- NLTA Executive Member Responsive Teaching and Learning Review Committee (2024–25)
- NLTA Chair-Collective Bargaining Team (August-December 2023)
- NLTA Administrative Representative-Collective Bargaining Team (September 2022– July 2023)
- NLTA School Administrators' Council (SAC) 2004–2024
- SAC President, 2020–2023
- NLESD-SAC Liaison Committee, 2017–2019
- SAC Provincial Executive Member, 2015–2024
- Organized SAC Provincial Conference, 2013

National Leadership Profile

- Canadian Association of Principals (CAP) Conference 2018, Co-Chair
- Newfoundland Representative CAP (2019–22)
- Vice-President, CAP 2022
- Canadian Teacher's Federation (CTF-FCE), Board of Directors, 2025–Present
- Council of Atlantic Provinces and Territory Teachers' Organizations. (CAPTTO), 2024–Present

Main Points of Interest as NLTA President

Retention and Recruitment for teachers/Rétention et recrutement des enseignants

Insight gained from experiences gained as NLTA Vice President and current President provide the ability to articulate concerns in this area to government and the general public adequately to highlight its significance to current conditions in our working environment, as well as the future of our province.

Violence in the Classroom/violence à l'école

In 2022, I worked with Administrators in other Canadian provinces to explore an intensification of hate that was creeping into schools across our nation. Sadly, these trends have become commonplace in our workplaces. My extensive practical and theoretical experience will continue to serve our members well as we endeavour to secure resources to better protect our colleagues and our youth.

Class Size and Composition/taille et composition des classes

The experience of preparing a full review for the Teacher Allocation Review Committee, which was completed while I served my role as SAC President, provides a foundation for effective advocacy in this area. Listening to members who work in adverse, complicated classrooms informs my public commentary and discussions with decision-makers. Diverse experience in our education system also provides insight into previous models of allocation that best served student needs. I have a keen interest in studying how other associations are exploring the important issues of class size and complexity.

School Wellness and Well-Being/Bien-être des enseignants

I consistently hear that our teachers and TLA's are overwhelmed and overworked. It will continue to be a focus of mine to maintain and sustain the momentum that was gained from the information garnered from over 2,200 members of our Association during the Teachers' Think Tank of February 2024. Our government needs to be made accountable for current conditions as they exist.

Work Intensification for teachers and TLAs/Intensité de travail

As an Administrator, I have gained unique insight into allocations and how to utilize provided resources. I am also aware when there is not enough. My combination of practice and theory will serve us well when we need to take a stand to minimize more work intensification on an already depleted workforce. Our last Negotiating Team made significant gains in implementing changes to our agreement that addressed teacher workload. These need to be a continued focus as we move forward into negotiating our next contract.

Advocating for efficient and effective hiring practices for teachers/des pratiques de recrutement efficientes et efficaces pour les enseignants

We need to continue to advocate for a more efficient and timely hiring process for teachers and TLA's. Our elected officials need to work together with our Administrative staff in order to offer a respectful procedure for all involved.

Experience on the CBA Team provides thorough knowledge of how change can be implemented in the area from healthy discourse between all parties. Knowledge of current practices as a school Administrator strengthens my ability to articulate intricate details, while advocating for positive changes.

Forging Partnerships with all stakeholders to improve Professional Learning for Teachers/Amélioration du développement professionnel

Our members are calling for improved professional learning to best prepare them for shifting learner needs. This requires an informed leader who can challenge current learning models for our teachers and TLA's.

Our members are heading into a time where solidarity and unity are paramount in order to help us gain the voice and public perception needed to provide better and more enticing work and learning conditions for all. My track record has been proven to unify and create a shared vision for my organizations. A second term implementing all that I have learned in my first year in the role can only serve our members well. I humbly ask that you consider this when casting your vote in the province-wide election.

Election for NLTA President Takes Place from November 23-27, 2026. Please trust in Dale Lambe for continued, passionate advocacy for our province's Teachers and TLA's

CANDIDATE FOR VICE-PRESIDENT

Angela Dawe



My name is Angela Dawe, I'm a junior high teacher at Brother Rice Junior High in St. John's, and I am running to be the NLTA's next Vice-President. I have been elected to our Provincial Executive for the past three consecutive terms, and it was my distinct honour to be nominated and elected by the current and previous sitting Provincial Executive as Table Officer. Scanning social media, listening to conversations in staff rooms/meetings, hearing the voices of those who reach out to me, and debating the issues that come to the executive table, I feel - ***and live*** - the weight that many members are carrying.

Many of us are continually expected to do more, with less - and this has undoubtedly given rise to the number of members who have resigned from their positions, are considering resigning, are suffering from burnout/apathy, or are in a constant state of survival mode. This is not normal. This is not healthy. This is not sustainable.

- All too often, many members have an inordinate amount of unreasonable and untenable expectations placed upon them.
- Many members are repeatedly filling voids with their own money, supplies, expertise, and energy - above and beyond contract requirements. Public education preys on members' willingness to go above and beyond our duties - often at the expense of member wellbeing.
- The complex needs in our schools outweigh the capacity of our members. The math does not end well. Society at large, is negatively impacted.
- Our members work so hard to set our students up for success. In turn, expecting reciprocal support from the Employer to set ***us*** up for success—as professionals—is entirely reasonable.
- To keep the system afloat, the system is reliant on retired teachers and emergency supply workers. Government's retention and recruitment efforts are insufficient in healthcare - and are insufficient in education. We all know this. Breaking this cycle demands a comprehensive approach—one that redefines the trajectory of Newfoundland and Labrador through a wider, more strategic lens.

Looking to the future, my goal is to continue to serve the membership with meaningful advocacy, and I **wholeheartedly encourage more members**, especially those of equity seeking groups, to consider pursuing leadership opportunities within the NLTA. In a world that is increasingly pushing divisive rhetoric, I still carry the hope and belief that collectively, we can work together to acknowledge our differences, and still find common ground to elevate our most valuable and precious profession.

I pride myself on learning from others - and I deeply internalize the leadership qualities that I want to foster and share, and equally, I have identified the leadership qualities that I would never want to embody. A critical lens is an essential asset when serving the needs of others.

When considering your options for NLTA Vice-President 2027-29 in December of this year, I ask that you consider my experience, institutional knowledge, fearless passion, and dedicated commitment when casting your ballot.

Professional Experience

- Teacher with NLSchools (2006-present)
- BMus, BMus Ed, MEd (Educational Leadership)
- Innumerable Diplomas, Certificates and Coursework (I thrive on learning! Can't stop! Won't stop!)
- Numerous Department of Education Committees

NLTA Experience

- Provincial Executive Member (2021-2023; 2023-2025; 2025-2027)
- Table Officer (2023-present)
- CTF AGM delegate (2023-2027)
- CAPTTO AGM delegate (2023-2027)
- Negotiating Committee (2025-2027)
- Staff Negotiation Team (2025-2027)
- EAP Coordinating Committee (2023-2025)
- Finance/Property Committee (2021-2023)
- Equity Issues in Education (2021-2023; 2023-2025)
- St. John's Centre Branch President (2017-2021)
- Music Educators' Association Conference Professional Learning Presenter (2018)
- Inside the Classroom Panelist (2017-2018)
- Professional Issues Committee (2017-2018)
- CONTACT Delegate (2017)
- School Board/Teacher Liaison Committee (2016-2018)
- St. John's Centre Branch Executive (2015-2016)

IMPORTANT

ASSOCIATION DEADLINES NOMINATIONS FOR PRESIDENT AND VICE-PRESIDENT

The Electoral Committee will receive nominations* for the office of President and Vice-President up to 30 days before the date of the province-wide election.

OCTOBER 28th FOR PRESIDENT
NOVEMBER 18th FOR VICE-PRESIDENT

**Nominations can be sent to the NLTA Office via mail, courier or in person.*

**Nominations will be accepted by facsimile or other electronic means, provided the original nomination form is received at the NLTA Office within 10 days of receipt of the facsimile/ electronic nomination.*

**Nominations must be signed by at least 10 members in good standing and must be submitted on the official nomination form.*

PROVINCE-WIDE VOTE FOR PRESIDENT AND VICE-PRESIDENT

The election for President will take place the week of NOVEMBER 23–27, 2026

The election for Vice-President will take place the week of DECEMBER 14–18, 2026

More information about the province-wide election, including the nomination form and a package of information on the policies and procedures for the conduct of the election, is available on the NLTA website at www.nlta.nl.ca.

NOMINATION DEADLINES:

PRESIDENT: OCTOBER 28

VICE-PRESIDENT: NOVEMBER 18

X VOTING DATES: X

PRESIDENT: NOVEMBER 23–27

VICE-PRESIDENT: DECEMBER 14–18

