

# Education Reform, Supporting Student Success

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## Laying the Foundation:

### A Streamlined Education System Focused on Student Achievement

- A streamlined, unified education system, focused on student achievement, is the foundation for the other important work under way including a new provincial model of inclusion, curriculum streamlining, and recommendations from the Council to Improve Classroom Conditions and the Principals' Forum.
- While the regional elected boards will be dissolved, existing board offices will remain – renamed and refocused as regional centres of education, with authority to maintain all existing employment and service contracts, including collective agreements. The offices will continue to be led by superintendents, with a new title (regional executive directors of education) and new reporting relationship to the Deputy Minister of Education and Early Childhood Development.
- The CSAP elected members will remain, as will the reporting relationship between the superintendent and the elected board. This reflects the protected rights of Acadian and Francophones under the Charter for minority language education in our province. Legislation specific to the CSAP will be introduced later in the sitting of the legislature.

### Supporting a New Provincial Model of Inclusion

- We will work with teachers and other partners to begin implementing the Report on Inclusive Education (due before the end of March), including funding as part of the upcoming budget.
- Based on advice in the Commission's interim report, we believe a streamlined administrative and governance system will create a solid foundation for implementing a new model for inclusion provincewide.

### Empowering Teachers as Professionals, Respecting Professional Judgment

We will:

- Support teaching excellence and teachers as professionals by consulting teachers and the NSTU on adopting teaching and leadership standards. This achieves the spirit and intent of Dr. Glaze's Recommendation 7, without legislating the creation of a College of Educators.
- Have teaching specialists support teachers and students more effectively in classrooms.
- Give teachers the ability to select 40 per cent of the current allocation for learning resources for their classrooms.
- Increase teachers' influence on curriculum development.
- Consult with the NSTU on how to give teachers more flexibility to teach in different regions, while protecting their seniority without bumping other teachers out of their positions.
- Work with teachers and the NSTU on a coordinated plan for professional development, workforce recruitment and retention, extracurricular activities, and targeted strategies for French language education, rural education, and the educational needs of new immigrants, students living in poverty, and children in care. Discussions in these areas will begin before the end of this school year.

## Creating a Public School Administrators Association, Affiliated with the NSTU

- We will remove principals, vice-principals, and other supervisory educators from the union and create a professional association to represent their collective interests.
- The association is not a union and will be separate from the NSTU. Association members will not be able to take job action or engage in collective bargaining. However, an affiliation agreement will be signed between the union and association that will fully protect existing compensation and benefits.
- Seniority will also be protected, and administrators will be able to move between the association (as an administrator) and the union (as a teacher), **any** year, not just the first year.
- Administrators will now have certainty about their compensation and benefits, and protected seniority if they want to return to the classroom in any year. We are therefore asking administrators to make their decision this spring for the upcoming school year. Staff will hold regional meetings with administrators in March to answer questions before they make their decisions.
- Any salary or benefit enhancements negotiated by the NSTU for its members will also be provided to principals, vice-principals, and other supervisory staff.

## Maintaining the Moratorium on New Student Assessments

- We are re-committing to the recommendation from the Council to Improve Classroom Conditions to enforce a five-year moratorium on any new student assessments.
- Government will work with the Council to Improve Classroom Condition on how to meet the intent of Dr. Glaze's recommendation – to support independent reporting of results – while protecting the critical role of teachers in developing and marking assessments.

## Listening to Local Voices

- We will consult School Advisory Council members, including teachers and principals, on how to enhance their roles in a way that supports schools.
- The role will remain advisory in nature.

For more information on the legislation and work to improve the education system: [ednet.ns.ca/adminreview](http://ednet.ns.ca/adminreview).