

Message from the Chair:

To begin I would like to acknowledge that February is African Heritage Month, and the theme is [“Through our Eyes: The Voices of African Nova Scotians.”](#) I look forward to seeing and sharing the many ways schools will acknowledge, recognize and celebrate the importance of African Nova Scotian heritage in the weeks to come.

This week also marks the beginning of the second semester for secondary schools and the second half of the school year for all. Hopefully, we can look forward to a gradual improvement in our circumstances in the pandemic, and work towards a more optimistic spring.

It is hoped that this spring will see the completion of the Memorandum of Understanding process confirming our new terms and conditions of employment and the conclusion of the DEECD lead Compensation Review. It is our understanding that the Compensation Review process is nearing completion in line with the provincial budget processes. Details will be shared with administrators by the DEECD when it is authorized by the government to do so. The Association will share details of the Terms and Conditions of Employment with all administrators once the compensation framework is confirmed.

As an Association we continue to be involved in direct conversations with the Deputy Minister and at the Learning Continuity Plan table with the Department of Education and Early Childhood Development and the Nova Scotia Teachers Union. Since the return to school, we have been expressing the concerns that we have heard from administrators regarding clear guidelines and direction on all matters related to the changing response to the pandemic, such as contact notification and supporting students who are at home. We are also aware of the demands that administrators are taking on to keep in-person learning happening amid staffing pressures that exist in many areas of the province.

Along with this newsletter, we are including a .pdf document that highlights the recent provincial documents that pertain directly to the Enhanced Measures for Schools and the sector-specific guidance from Public Health.

Continuing forward we advise all administrators to report staffing pressures to your immediate supervisors and RCEs/School Board that you are experiencing to ensure that all levels of leadership are aware of the substantial efforts that are being made to ensure students are safe, supervised, and learning. Your leadership has been the key to making in-person learning possible in the face of many challenges.

School Finance Webinar:

PSAANS will be offering a School Finance Webinar on **Thursday, February 24, 2022 at 4:00 p.m.** The webinar will be facilitated by Kathryn Burlton, Manager of Financial Services for PSAANS. Kathryn is a Chartered Professional Accountant who was employed by the Dartmouth District and Halifax Regional School Boards from 1989 until 2018. She has worked closely with many school administrators and staff to assist and advise on school-based finances.



Many administrators have some degree of anxiety when it comes to School Finances. Financial management courses do not tend to be part of their personal learning, yet every school operates like a small (or not so small) independent business. While the importance of financial management cannot be overstated, all that is really required is a good plan, good communication and some basic numeracy skills. This webinar will offer a simple, straightforward approach to getting and keeping your school's finances under control.



If you would like to send Kathryn any questions around school finance that you would like to see discussed during the presentation, please forward them to kburlton@psaans.ca.

Leadership Development Grants:

Administrators are encouraged to apply for a PSAANS Leadership Development Grant of up to \$1,000. Proposals must have a focus on leadership development in the form of a professional development opportunity or a collaborative professionalism focus. Administrators may also apply as a group if the proposal is contingent on the participation of multiple administrators.



The Leadership Development Grant is designed to meet the needs of administrators and is open to all current PSAANS members. For more details on the Grant and the application, please visit the Member Hub section of PSAANS.CA and look under Forms/Professional Learning/PSAANS Leadership Development Grant.

<https://www.psaans.ca/members/resources/forms/psaans-leadership-development-grant> (you must be logged in for this link to work directly)

Clinical Social Worker:

PSAANS would like to remind members that we have a new part-time Clinical Social Worker, Mary Hewitt is contracted to provide free short-term support to PSAANS members around challenges related to COVID-19 and other stressors such as juggling work and family responsibilities, dealing with grief, having difficulties sleeping, and feeling overwhelmed, as examples. This service provides supportive therapy for PSAANS members through individual sessions and group wellness webinars. In addition, Mary can also help identify community-based resources to assist you and your family. To access this service, please contact our Coordinator of Member Services at cms@psaans.ca.



Pre-retirement Seminars:

PSAANS hosted a pre-retirement seminar on December 7th and 8th, 2021. This two-day virtual opportunity supported 25 members in planning their retirement. The second and final seminar for this school year will take place on February 15th and 16th, 2022. We have already confirmed the participation of 27 members. If you missed expressing interest in attending a seminar, you may still do so. You must be within five years of retirement eligibility and have not attended an NSTU or PSAANS pre-retirement seminar in the past. For more information, please contact cms@psaans.ca.



New Hires – Contract Positions:

PSAANS is pleased to announce that Wanda Fougere has been hired for the **Project Support Position for the Development of Leadership Standards for Nova Scotia Educators**. Wanda has been an educator for 28 years. She is currently the Coordinator of Programs and Policy Development for the Strait Regional Centre for Education.



In this role, Wanda, will collaborate with the Project Lead to review current research, facilitate community-based, regional and provincial consultation sessions and prepare a final leadership standards framework. Wanda will contribute to the preparation of a Foundation Document that defines the context, research base and development process for the leadership standards.

PSAANS is also pleased to announce that Kevin Deveaux has been hired as the **Facilitator of Strategic Planning**.

Kevin has been an administrator with the CBVRCE for 25 years, the last 15 as Principal of Sydney Academy, a position from which he retired in June 2021.



In his new role Kevin will provide leadership in the planning, development and implementation of a strategic plan that aligns with the goals of the Association. This will include a variety of virtual and in-person engagement opportunities for members, the Board of Directors, and appropriate partners. The new strategic plan will set the direction and targets for the Association for the next three to five years.

Professional Learning Survey:



A huge 'thank-you' to those who responded to the 2021 Professional Learning Survey. There were 178 or 21% of our membership that participated. We will work hard to honour the information you have provided. The survey data will be shared with our membership soon.

We would like to congratulate the following winners of the participation prizes:

- Kay Greene, Horton High School, AVRCE
- Sharlene Whelan, Regional Office, CCRCE
- Nancy Illsley,
- Annapolis East Elementary School, AVRCE
- Erin L. Cormier, G. R. Saunders Elementary School, CCRCE

Upcoming Events:

- **Thursday, February 3, 2022**
Board of Directors Meeting
- **Tuesday, February 15, 2022 and Wednesday, February 16, 2022**
Pre-retirement Seminar
- **Thursday, February 24, 2022**
School Finance Webinar (4:00 p.m.)
- **Thursday, March 3, 2022**
Board of Directors Meeting
- **Thursday, March 31, 2022**
Board of Directors Meeting