

Newfoundland and Labrador Teachers' Association



Priorities for 2023-25

Provincial Executive

June 7-6, 2024

Priority #1: Workload Concerns

Goal: To improve the working conditions of teachers generally and to address individual teacher workload concerns

- Programs and Services staff continue to assist numerous teachers during Spring 2024 in drafting correspondence re: class size and composition and inadequate resources that prevent them from effectively delivering curriculum and ensuring a safe and effective teaching and learning environment despite their best efforts as caring and competent professionals. In at least one case, additional allocations have followed.
- Since the Fall of 2023-24, Administrative Officers have assisted teachers with exercising the right to refuse unsafe work under OHS legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. Several such refusals are still ongoing in May 2024.
- On November 20, 2023, the Association was made aware of significant changes that had been made to the NLESD Assessment and Evaluation Regulations, with the new Guidelines to take effect “immediately”. The nature and timing of the changes would have significant impact on workload for teachers. This was also done without consultation or input from teachers. NLTA staff intervened immediately and, after several conversations with Department of Education officials, implementation of the guidelines was repealed/postponed via a communication from District staff to principals on November 21, 2023. The Association continues to monitor this issue post-integration and will advocate for members on any proposed changes moving forward.
- An Administrative Officer and Executive Member, Sean Weir, met virtually with Speech Language Pathologists from across the province in February 2024 to address workload concerns and concerns with a lack of clear guidelines and expectations for the work of SLPs. The Administrative Officer will pursue recommendations with Denise King, SS Manager – a further meeting was held on Friday April 19, 2024.
- An appeal has been filed (February 2024) and is ongoing (May 2024) with the Office of the Privacy Commissioner in response to an ATIPP request filed with the Department of Health in relation to changes impacting comprehensive assessments (vision/hearing screening).
- A policy grievance (failure to consult) was filed regarding changes to policy which require NLTA members to administer hearing and vision screeners prior to comprehensive assessments. This matter has now been referred for arbitration. Several meetings have been held by the parties in an effort to settle the matter with the latest occurring on April 11. Work continues (May-June 2024) to determine if a resolution is possible.

- On February 23, 2024, the Teachers Think Tank event was held virtually. More than 2200 NLTA members completed the questionnaire made available in advance of the virtual event. Over 70 individuals took part and discussed concerns and issues in the public education system and work on solutions to address those issues. Following the event, the President and Minister of Education held a media availability and government announced some initial initiatives in response to feedback received, including additional student assistant time, PL time for teacher wellness and a financial grant to assist efforts to support teacher mental health/well-being. An updated report on the questionnaire results and summary of small group discussions during the Think Tank event are being prepared and should be available in May/June 2024. The NLTA will be actively involved in the next steps of actioning the items discussed during the Think Tank.
- In March 2024, an administrative officer met with DOE/NLSchools officials and also engaged in a hands-on demonstration of data entry with DOE Program Development Specialists responsible for the RTL database to discuss workload concerns caused by data entry tasks required by the re-entry of previously existing data. These meetings resulted in changes to the tasks that were required for the last reporting period. Discussions continued on work expectations required in May 2024 and staff was able to secure flexibility for the June 10 deadline for the entry of end-of-year data. This work must now be completed prior to the end of the school year.
- The recently ratified Collective Agreement (2022-2026) contains a provision requiring the establishment of a committee within 120 days of the signing of this Agreement for the purpose of conducting a review of the RTL model. Discussions with the Department of Education have been initiated (March-May 2024) to commence the work of this committee and efforts to secure a meeting date with the parties are ongoing.
- The President and an Administrative Officer met with Guidance Counsellors in mid-April 2024 to discuss concerns around RTL and changes to the comprehensive assessment guidelines. A virtual open house was subsequently established for counsellors with DOE staff to provide an opportunity to ask questions and resolve concerns.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of investment in K-12 public education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding increasing violence/aggression in schools was gathered through Access to Information requests the Association submitted in the Fall of 2023. A further ATIPP request is planned to get the data for the entire 2023-24 school year after the end of June.
- The President wrote to the Minister of Education on April 9, 2024, detailing the Association's concerns regarding her response to the NLTA media statement re: increasing incidents of violence/aggression in schools and lack of response to the

Teachers Think Tank. The letter also detailed specific measures to improve teaching and learning and teacher retention/recruitment.

- NLTA staff are exploring ways to improve the Branch registration process for substitute teachers, planning to have something in place for Fall 2024.
- The President and Executive Director met with representatives of Community Advocacy for Safe Schools Group based in Corner Brook on May 2, 2024, to discuss ideas for amplifying the parent voices advocating for increased resources for schools in that area.
- The recently ratified Collective Agreement (2022-2026) contains a provision requiring the establishment of an Advisory Committee within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Discussions with the Department of Education have been initiated (March-May 2024) to commence the work of this committee, the date for the first meeting is not yet confirmed.
- The School Board-Teacher Liaison Committee for NLSchools met on May 8, 2024. Topics discussed included: technology concerns and support; school facility maintenance; supports for student mental health/well-being; RTL database and PL; role of IRTs; and class size and composition.
- The President and an Administrative Officer met with the Executive of the PIE and SLP Special Interest Councils on May 9, 2024, to discuss concerns and share information pertaining to the work of both groups.
- The President and Executive Director facilitated the coordination of a meeting between representatives of the PIE SIC with the Deputy Minister for June 3, 2024, to discuss concern around retention/recruitment and workload for this group.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- The President had a telephone meeting with Premier Furey in mid-May, 2024 to discuss teacher shortages and ideas to address teacher workload and retention/recruitment challenges.

Priority #2: Membership Well-Being and Protection

Goal: To promote and improve supports for teacher health and wellness, including teacher mental health and well-being

(See Appendix for updates on recommendations from the Teacher Mental Health and Well-being Ad Hoc Committee)

- The volume of teachers requiring EAP support and intervention continues to grow during Fall 2023 and into Spring 2024. More than 1 in 7 teachers under NLESD are currently accessing EAP supports. Due to the continued growth of mental health referrals to the EAP for Teachers program, EAP has had to significantly reduce the number of workshops provided in schools. There are ongoing requests and a need for more wellness workshops in schools throughout the province.
- On October 30 and November 2, 2023, two Administrative Officers presented sessions on The Code of Ethics and Legal Issues impacting teachers for Memorial University Faculty of Education students. Legal Issues presentations were also provided at Memorial University in January and March 2024; another took place in May 2024.
- Since the Fall of 2023-24 Administrative Officers have assisted teachers with exercising the right to refuse unsafe work under OHS legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. Several such refusals are still ongoing in May 2024.
- The second meeting of the School Safety Coalition, initiated by the President, was held at the NLTA office on January 31, 2024. In attendance were: the NLTA President and Executive Director; senior representatives from the departments of Justice and Public Safety, Education and Health and Community Services; the President of the Federation of School Councils; representatives from the RNC and RCMP, Relationships First and the Department of Children, Seniors and Social Development. Outreach is ongoing to schedule the next meeting during June 2024.
- On November 20, 2023, the Association was made aware of significant changes that had been made to the NLESD Assessment and Evaluation Regulations, with the new Guidelines to take effect “immediately”. The nature and timing of the changes would have significant impact on workload for teachers. This was also done without consultation or input from teachers. NLTA staff intervened immediately and, after several conversations with Department of Education officials, implementation of the guidelines was repealed/postponed via a communication from District staff to principals on November 21, 2023. The Association continues to monitor this issue post-integration and will advocate for members on any proposed changes moving forward.

- EAP provided intervention and wellness supports to school(s) in relation to stress, grief/loss and trauma during late 2023 and January-May 2024.
- On February 23, 2024, the Teachers Think Tank event was held virtually. Over 70 individuals took part and discussed concerns and issues in the public education system and work on generating suggested solutions to address those issues. Following the event, the President and Minister of Education held a media availability and government announced some initial initiatives in response to feedback received, including additional student assistant time, PL time for teacher wellness and a financial grant to assist efforts to support teacher mental health/well-being. An updated report on the questionnaire results and summary of small group discussions during the Think Tank event are being prepared and should be available in May/June 2024. The NLTA will be actively involved in the next steps of actioning the items discussed during the Think Tank.
- An Administrative Officer is facilitating mediation sessions during Winter/Spring 2024 to assist members in managing professional relations matters.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of focus on education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding violence in the classroom was gathered through Access to Information requests the Association submitted in the Fall of 2023. A further ATIPP request is planned to get the data for the entire 2023-24 school year after the end of June.
- The NLTA, in coordination with the CTF, prepared a written brief which was provided to the members of the federal Standing Committee on Justice and Human Rights for consideration in their ongoing study of Bill C-273 (repeal of section 43 of the Criminal Code). The Association also requested to appear before the Committee during their hearings on April 15, 2024, but this was not granted. The NLTA brief has been provided to all NL Senators and Members of Parliament.
- Association staff continue to assist members with various payroll matters, including issues related to the calculation and payment of recent negotiated bonuses and retroactive salary increases.
- Two NLTA administrative officers attended CAPSLE (Canadian Association for the Practical Study of Law in Education) in Toronto April 28-30, 2024.
- The second SBTLC meeting for the 2023-24 school year was held on May 8, 2024. One particular item that was brought forward by NLTA representatives was the fact that teachers

do not receive travel and accommodation reimbursement to work on the Provincial Marking Board. This was rectified (via communication from the Deputy Minister) to reflect that on a go forward basis, teachers will be reimbursed for travel and lodging at government rates.

- The Executive Director and Assistant Executive Director attended a session facilitated by CPBI on Artificial Intelligence on May 9, 2024.
- EAP for Teachers are hosting a conference 'Navigating the Path of Wellness Together' for EAP and Counsellors for Teachers from Atlantic provinces in June 2024 in St. John's with a focus on teacher wellness and self-compassion in education.
- EAP Coordinators will have an article in the May/June 2024 edition of *The Bulletin* addressing the transition from work mode to summer break, including practical suggestions for having a productive and fulfilling summer.
- The Assistant Executive Director and an administrative officer met with Teacher Certification personnel on May 23, 2024, to discuss the issue of Educational Psychologists not currently having a path to Certificate VII without having a Bachelor of Education degree and proposals to improve the certification process for out of country applicants.
- NLTA staff advocated on behalf of school administrators in an attempt to have NLSchools allow multiple administrators from a school to attend the SAC Provincial Conference in late May 2024.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- On May 20, 2024, the Spring Teachers Change Lives campaign was launched and tells the story of Scott Fifield who noticed that the boys overshadowed the girls in his skilled trades class, he didn't accept the status quo. He created an all-girls class so the girls could learn better – about electrical, plumbing and carpentry.

Priority #3: Collective Bargaining and Services for Members

Goal: To continue to provide exceptional representation and supports to members, including through collective bargaining and other programs and services

- On August 29, 2023, the President, Executive Director and Assistant Executive Director met with Department and District officials, including the Minister of Finance and Superintendent Terry Hall, to discuss past issues/concerns with payroll and the plan moving forward. It was agreed that a subsequent meeting would be held in January 2024 to debrief how changes made during the Fall have improved things or if further measures might be required. A follow-up meeting was held with the Assistant Executive Director, the Comptroller for Government Payroll and Payroll Liaison Officers at the District and Department to discuss the plan. Information exchanges relating to systemic and payroll matters continue into Spring 2024 and another meeting of the full group is anticipated prior to the end of the school year.
- A meeting was held in April 2024 in an attempt to systemically resolve outstanding individual and policy grievances related to the timing of payment and resulting tax issues for guidance counselor allowances.
- Programs and Services staff assisted members with a number of payroll questions/issues during September 2023, the majority of which have been resolved. However, payroll issues have continued to arise over the Fall 2023 and into May 2024, including in relation to payment of recognition bonuses and retro pay – Administrative Officers are assisting members as necessary while broader system discussions are ongoing.
- Programs and Services staff continue to assist numerous teachers during Winter/Spring 2023-24 in drafting correspondence re: class size and composition and inadequate resources that prevent them from effectively delivering curriculum and ensuring a safe and effective teaching and learning environment despite their best efforts as caring and competent professionals. In at least one case, additional allocations have followed.
- Since early Fall 2023, Programs and Services have assisted and are working with teachers in situations where the right to refuse unsafe work is being considered or exercised. Staff have provided advice on incidents of violence in the classroom, rights, responsibilities and options. Several such refusals are still ongoing in May 2024.
- Administrative Officers are assisting and representing a number of teachers in discipline investigations as of May 2024.
- ATIPP requests for information related to violent incidents at two schools were submitted in 2022-23. Some disclosure was received in September 2023, but the NLTA filed for a review

by the OIPC in October to ensure that the exemption cited to prevent release of other materials was properly applied. The exemption due to ongoing law enforcement matters was upheld by the OPIC but this file remains active as of May 2024. Further disclosure will be sought once law enforcement matters have concluded.

- An Administrative Officer attended the CTF/FCE Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education on May 7-9, 2024. As part of the session, staff presented a report about French first language education in the province. A teacher with the CSFP also attended in their role on the CTF/FCE Comité consultatif du français langue première.
- An Administrative Officer met with CSFP staff in Spring 2024 to review contractual obligations with respect to the redundancy/reassignment process.
- During the week of April 22, 2024, Programs and Services staff provided presentations on the redundancy/reassignment process in the event of school reconfigurations/closures at meetings with the staffs of three metro area schools impacted by reconfigurations taking effect in September 2024.
- Programs & Services are assisting members with a number of workplace accommodations as of May 2024.
- A Mid-Career all day Financial Information Seminar was held at Clarenbridge branch on April 27, 2024. Actual number of attendees were much lower than registered.
- A Mid-Career all day Financial Information Seminar was scheduled for Exploits Valley branch on May 11, 2024 but cancelled due to high number of participant cancellations in week prior.
- Programs and Services staff will be providing a Financial Wellness presentation at Riverwood Academy on June 3, 2024.
- Programs and Services staff will be providing presentations on Financial Wellness and the Collective Agreement for New Administrators at the SAC Provincial Conference on May 29, 2024.
- After intervention by an Administrative Officer, a standing calculation inconsistency with the 2024 seniority list has been rectified.
- An Administrative Officer provided assistance and support to SAC in organizing attendance at the CAP conference in April 2024 and attended on behalf of the NLTA.
- Programs and Services staff provided assistance and support to SAC in organizing attendance at the SAC conference in May 2024 and will attend on behalf of the NLTA staff.
- The Assistant Executive Director and an Administrative Officer met with HR officials from NLSchools in January 2024 in an effort to clarify the parameters used by NLSchools in the consideration of equivalency. Discussions on this issue are ongoing as of May 2024.

- As of the end of May 2024, NLTA staff continue to receive and respond to a high volume of contact from the membership re a wide variety of issues (eg. workload, discipline/allegations investigations, matters leading to potential grievance, etc.).
- The Assistant Executive Director and Administrative Officer responsible for Group Insurance met with Johnson staff in April 2024 to discuss recurring payroll issues. The Association is working on coordinating a meeting with government payroll, employer payroll and senior employer personnel before the end of the school year to identify and attempt to address systemic issues.
- Programs and Services staff have assisted a high volume of questions/calls/emails related to Recognition Bonus and Retroactive Pay coming out of the new Collective Agreement. This has required a substantial amount of communication with government and payroll offices. While most issues have been addressed, this work is ongoing in May 2024.
- The Unions involved in Labrador Benefits Agreement negotiations are seeking input from their respective memberships. NLTA received survey responses from 66 members and are in the process of compiling the results of that survey as of May 2024.
- Association staff are exploring the possibility of having a Labrador cost of living analysis completed but, to date, the consultant analyst has been unable to acquire sufficient data from Statistics Canada that is specific to Labrador to enable the analysis to be done.
- During the May 8, 2024, School Board-Teacher Liaison Committee meeting for NLSchools, employer representatives advised that they are exploring the potential use of SmartFind to provide a way for teachers to be able to privately access personal information such as leave balances pending the outcome of ongoing government efforts to develop a new payroll system to replace TCAS.
- The EAP Coordinating Committee met on May 10, 2024, to finalize the most recent version of the Letter of Understanding between the parties and to discuss the hiring process related to the new EAP Coordinator.
- Programs and Services staff prepared an article for the May/June 2024 edition of *The Bulletin* on collective agreement provisions addressing teaching assignments and consultation.
- The Assistant Executive Director attended (and co-chaired) the National Teachers' Bargaining Network meeting (virtual) on May 16, 2024.
- Since, January 2024, Association staff and the President have been communicating with individuals in various departments of government with respect to improvements in monetary benefits for teachers in Churchill Falls (who do not fall under the Provincial Collective Agreement). On April 26, 2024, the President received a phone call from the Minister responsible for NL Hydro (employer of Churchill Falls teachers) to indicate that those teachers would receive an increase in monetary benefits that would be parallel to those improvements received by teachers in the Provincial Collective Agreement signed on February 1st, 2024.

Priority #4: Retention, Recruitment and Resourcing

Goal: To address teacher retention and recruitment challenges and proper resourcing of public education through advocating for effective and appropriate Government/employer action and investment, and through promoting the teaching profession and public education

- The Labrador West Recruitment and Retention Committee (as per the Labrador West Collective Agreement) met via Zoom in August 2023. In attendance for the Association were the Executive Director and the Labrador West Branch President. The main focus for discussion was planning for focus groups to be conducted in follow up to the member survey carried out last year. Since then, the Department initiated the idea of a Teachers Think Tank and ongoing work related to NLESD integration has created some challenges in moving this forward. The Association continues to prioritize a Labrador West focus within efforts to address recruitment and retention with a view to moving forward early in 2024. The Committee met most recently on January 23, 2024, with further details on focus groups, etc. expected to be confirmed in May 2024.
- The Association is working with Thinkwell Research to conduct the focus groups for Labrador West. The goal of the research is to fine-tune understanding of recruitment and retention challenges specific to the Labrador West region, as well as to discuss possible solutions for improving the recruitment and retention of teachers in this area. A report back on the results is expected to be submitted to the Committee before the end of the 2023-24 school year.
- Two Teacher Induction Ceremonies for new MUN Faculty of Education graduates have been held during 2023-24 – on October 19, 2023 and on May 31, 2024.
- The Teacher Certification Committee met on January 18, 2024, at the NLTA offices. Discussions included the importance of potential changes to regulations that would improve/enhance certification upgrade options. Discussions between staff and Teacher Certification are ongoing, up to and including a meeting on May 23, 2024, regarding proposed regulatory amendments.
- On February 23, 2024, the Teachers Think Tank event was held virtually. More than 2200 NLTA members completed the questionnaire made available in advance of the virtual event. Over 70 individuals took part and discussed concerns and issues in the public education system and work on solutions to address those issues. Following the event, the President and Minister of Education held a media availability and government announced some initial initiatives in response to feedback received, including additional student assistant time, PL

time for teacher wellness and a financial grant to assist efforts to support teacher mental health/well-being. An updated report on the questionnaire results and summary of small group discussions during the Think Tank event are being prepared and should be available in May/June 2024. The NLTA will be actively involved in the next steps of actioning the items discussed during the Think Tank.

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- The recently ratified Collective Agreement (2022-2026) contains a provision requiring the establishment of a committee within 120 days of the signing of this Agreement for the purpose of investigating issues related to teacher recruitment and retention. Discussions with the Department of Education have been initiated (March-April 2024) to commence the work of this committee, and the first meeting is scheduled for June 19, 2024.
- The President wrote to the Minister of Education on April 9, 2024, detailing the Association's concerns regarding her response to the NLTA media statement re: increasing incidents of violence/aggression in schools and lack of response to the Teachers Think Tank. The letter also detailed specific measures to improve teaching and learning and teacher retention/recruitment.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- The President had a telephone meeting with Premier Furey in mid-May 2024, to discuss teacher shortages and ideas to address teacher workload and retention/recruitment challenges.
- The President and Executive Director facilitated the coordination of a meeting between representatives of the PIE SIC with the Deputy Minister for June 3, 2024, to discuss concern around retention/recruitment and workload for this group.
- On May 20, 2024, the Spring Teachers Change Lives campaign was launched and tells the story of Scott Fifield who noticed that the boys overshadowed the girls in his skilled trades class, he didn't accept the status quo. He created an all-girls class so the girls could learn better – about electrical, plumbing, and carpentry. This campaign continues to be a key

component of NLTA efforts to both promote the profession and encourage those who are considering becoming teachers.

- On June 1, 2024, the Janeway Telethon aired, including an NLTA sponsored corporate hour in which several NLTA members served as volunteers. The President presented a cheque in the amount of \$18,846.74 – money collected during the NLTA Janeway Day in Schools.

Priority #5: Advocacy on and Response to Government Initiatives

Goal: To take actions, through meaningful consultation and advocacy efforts, to ensure that the development and implementation of Government policy, reports and decisions that impact public education are informed by and in keeping with NLTA objectives and the interests of members

- The first meeting of the advisory committee for Education Transformation was held on February 1, 2024. During discussions, the Executive Director stressed the importance of adequate human resourcing to the success of current programs and any new initiatives. A call for expressions of interest from teachers to serve on working groups went out in March 2024, with a very good response rate from individuals looking to be involved. The Executive Director and Deputy Minister for Education Transformation met twice in April to discuss working group composition. Dates are being explored for the next advisory committee meeting before the end of the 2023-24 school year.
- In response to changes to the guidelines for comprehensive assessments which now require lead assessors to complete hearing and vision screeners, Programs and Services staff filed two ATIPP requests. The report from one of these requests resulted in the filing of a policy grievance (failure to consult).
- An appeal was filed (February 2024) and is ongoing with the Office of the Privacy Commissioner in response to an ATIPP request filed with the Department of Health in relation to changes impacting comprehensive assessments (vision/hearing screening).
- A policy grievance (failure to consult) was filed regarding changes to policy which require NLTA members to administer hearing and vision screeners prior to comprehensive assessments. This matter has now been referred for arbitration. Several meetings have been held by the parties in an effort to settle the matter with the latest occurring on April 11. Work continues to determine if a resolution is possible.
- The recently ratified Collective Agreement (2022-2026) contains a provision requiring the establishment of an Advisory Committee within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Discussions with the Department of Education have been initiated (April-May 2024) to commence the work of this committee, the date for the first meeting is not yet confirmed.
- The Teacher Certification Committee met on January 18, 2024, at the NLTA offices. Discussions included the importance of potential changes to regulations that would improve/enhance certification upgrade options. Discussions with Department officials are

ongoing, up to and including a meeting to discuss proposed regulatory amendments on May 23, 2024.

- During the month of February (leading up to February 23, 2024), a great deal of work was put into preparation for the Teacher Think Tank event. Encouragement of the membership to fill out the online questionnaire associated with the event resulted in over 2200 respondents. On February 23, 2024, the Teachers Think Tank event was held virtually. More than 2200 NLTA members completed the questionnaire made available in advance of the virtual event. Over 70 individuals took part and discussed concerns and issues in the public education system and work on solutions to address those issues. Following the event, the President and Minister of Education held a media availability and government announced some initial initiatives in response to feedback received, including additional student assistant time, PL time for teacher wellness and a financial grant to assist efforts to support teacher mental health/well-being. An updated report on the questionnaire results and summary of small group discussions during the Think Tank event are being prepared and should be available in May/June 2024. The NLTA will be actively involved in the next steps of actioning the items discussed during the Think Tank.
- The Association issued a media statement immediately following the announcement by the Department of Education of the Education Accord NL. The President and Executive Director had an initial meeting with the Deputy Minister and one of the chairpersons for the Accord, Dr. Anne Burke, on January 31, 2024. The critical significance of teacher working conditions on teaching and learning in K-12 public education was stressed during the meeting. Copies of previous Association submissions to past reviews were provided, as well as recent data from NLTA members surveys on teacher workload and mental health/well-being.
- A second meeting with the Accord chairpersons, planned for April 4, 2024, had to be postponed and will be rescheduled. The President attended the inaugural meeting of the Accord Advisory Committee on April 16, 2024, followed by a second meeting on May 21, 2024.
- On April 19, 2024, an Administrative Officer met with DOE Student Services staff and were advised that there are changes upcoming to the Safe and Caring Schools Policy. The Association has requested consultation at all stages.
- Association staff continue to work/advocate with Government on the implementation of the new RTL database system. As a result of this work, flexibility was secured for IRTs for the completion of end-of-year data. The June 10 deadline is now flexible and IRTs can continue to add data until the end of the school year.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.