

# bulletin

# ELECTION ISSUE 2024

## WHAT YOU NEED TO KNOW

NLTA ALL MEMBERS ONLINE VOTE FOR  
PRESIDENT AND VICE-PRESIDENT

### CANDIDATES FOR PRESIDENT\*



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



**SHERRI ROSE**  
ST. JOHN'S  
(MEMBER OF MARCONI BRANCH)



**SEAN WEIR**  
PORT HOPE SIMPSON  
(MEMBER OF COASTAL  
LABRADOR SOUTH BRANCH)

**NOMINATION DEADLINES:**  
**VICE-PRESIDENT:**  
**NOVEMBER 13**



**VOTING DATES:**  
**PRESIDENT: NOV. 25-29**  
**VICE- PRESIDENT: DEC. 9-13**



## CANDIDATES FOR PRESIDENT

### Dale Lambe

**Dale Lambe for NLTA President  
2025-27**

**Honouring the Profession Through  
Passion and Experience  
Honorer la profession par la passion  
et l'expérience**

Complete educational and professional background can be found here:

<https://bit.ly/dalelambe4nltapresident>



#### NLTA Involvement

NLTA Vice President NLTA (2023–25)

NLTA Executive Member Teachers' Pension Plan Sponsor Body

NLTA Executive Teachers' Think Tank Participant (February 2024)

NLTA Executive Member Responsive Teaching and Learning Review Committee

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). 2023 AGM, Ottawa, ON

Council of Atlantic Provinces and Territory Teachers' Organizations. (CAPTTO). 2024 AGM, St. John's, NL

CTF-FCE. 2024 AGM, Vancouver, BC

#### Main Points of Interest as NLTA President

**Recruitment and Retention for teachers/Rétention et recrutement des enseignants**

As NLTA President creativity, passion and articulation will be skills that are crucial in impacting change for our system. Current teacher shortages require intense work and it will be my role to push for significant changes. I provide a relentless drive to support educators and students. Tenacity will be required to address this most significant issue.

#### Teacher Wellness and Well-Being/Bien-être des enseignants

Having participated in the Teachers' Think Tank of February 2024, the data provided information that our teachers and TLAs were overwhelmed and overworked. It will be my role as President to maintain and sustain the momentum that was gained from the information garnered from over 2,200 members of our Association. Government needs to be made accountable for current conditions as they exist.

#### Work Intensification for teachers and TLAs/Intensité de travail

As new initiatives roll out, the NLTA will require a President that has in-depth knowledge of the subsequent impact on human resource deployment. 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. I currently sit on the NLTA RTL Review Committee and closely follow progress with the Education Accord. 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 our next round.

#### 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. These discussions, in concert with scholarly studies on the topic, led to the focus of the CAP Journal on helping staff and students navigate social media. Serving as Editor-in-Chief on this specific edition provided invaluable professional learning. When our current executive retrieved information that showed a projected 40% increase in violent episodes in our schools it came as a moment of enlightenment for the general public. My extensive practical and theoretical experience will serve our members well as we endeavour to secure resources to better protect our young people and our colleagues.

#### 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. Extensive experience in our education system also provides insight into previous models of allocation that best served student needs. Current involvement with CAPTTO, CTF-FCE, and my former position as CAP Vice-President, provides me with a cross-jurisdictional look at how other associations are exploring the important issues of class size and composition.

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

From the elimination of partial units in schools to a more efficient and timely hiring process for teachers and TLAs, the work of our elected officials needs 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 the 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 TLAs.

**On November 25-29, 2024 Choose Dale Lambe as Experienced and Passionate Advocacy for our province's Teachers and TLAs**

## CANDIDATES FOR PRESIDENT

### Sherri Rose

#### Educational Background

- Master of Education, Teaching and Learning Studies, Specialization in Music, MUN (April 2006)

- Bachelor of Music & Bachelor of Music Education, MUN (May 1999)



#### Teaching Experience

- St. Paul's Junior High, St. John's (September 2023-present)

- Xavier Junior High, Deer Lake (September 1999–June 2022)

- Elwood Regional High, Deer Lake (September 1999–June 2012)

#### NLTA Experience

*Provincial Executive Member*

- 2011–2017

*Provincial Committee Chair*

- Communications/Political Action (2015–2017)

- Equity (2013–2015)

- Professional Issues (2011–2013)

*Provincial Committee Member*

- Collective Bargaining (2021–2022)

- Pensions Adjustment (2013–2017)

- Staff Liaisons (2013–2015)

- Educational Leave (2011–2013)

- Finance and Property (2011–2013)

- Pooled Investment Funds (2011–2013)

- Health and Wellness (2009–2011)

- Professional Issues (2007–2009)

- Professional Issues in Teaching (2004–2005)

*Branch Involvement*

- Marconi Branch Elections Committee (2024)

- Deer Lake Branch President (2006–2011)

- Deer Lake Branch Executive Member-At-Large (2005–2006)

- School Representative for Xavier Junior High (2004–2007)

- School Representative for Elwood Regional High (2005–2007)

*Canadian Teachers' Federation Committee Member*

- Status of Women Committee (2014–2016)

#### Priorities

1. Collective Bargaining - We must maintain what we have worked long and hard to achieve and we must also strive to continually grow our contract.
2. Teacher Health and Wellness - The Employee Assistance Program and the number of teachers accessing it continues to grow. In September 2023, more than 1-in-7 teachers were availing of it. What would the data reflect now?
3. Workload - Ask any teacher about the issues facing education and undoubtedly, many will discuss the heavy workload. Every

year more and more gets added to our plates but nothing seems to come off. This trajectory cannot continue.

4. School Violence - Incidents of school violence continue to rise at an alarming rate. In March of this year, the NLTA told CBC that 29 incidents were occurring province-wide on a daily basis. In the 2023–2024 school year, they projected a 40% increase. What will the increase be for this school year?
5. Recruitment and Retention of Teachers - At the beginning of this school year, more than 200 teaching positions remained unfilled, and many are still unfilled. How long can we continue to operate under these conditions?

Our education system is in crisis and we must make changes now, not only for current teachers, but for those that will come after us. I firmly believe that we are a strong association. I know there are skeptics amongst us that believe we lack voice, we lack momentum and we lack the ability to get things done. However, I have witnessed great progress and gains throughout my career and I know that I can help attain even more positive gains for teachers.

Do I believe that I am the best candidate to lead this association? The answer is a resounding yes. Do I have the experience and knowledge? Yes. Do I know firsthand the plight of the classroom teacher? Yes. I have taught in both Deer Lake and St. John's. I have classroom experience from grades 6-12 and have taught a wide variety of curricular areas including music, Core French, social studies and consumer studies (to name a few!). Can I represent the more than 70% of our members that are female? Yes. Founded in 1890, the NLTA has been representing teachers for almost 135 years. During that time, there have been 51 presidents, yet only two females have ever been president. There are many great females among us, yet few strive for the role of president. I hope to change that and there is no better time for a strong, female leader than now.

Above and beyond the things outlined above, I also have unwavering determination, dedication and strength. In my 30s, I allowed my weight to reach over 300 pounds. I had an 'aha' moment, where I decided that I had to get healthier. I made changes, persevered, struggled, pushed forward and lost half my body weight and have kept it off for several years. It enabled me to develop a love and enthusiasm for hiking. The beautiful places I've seen here have heightened my love for this great province and is part of what makes me want to do great work on behalf of the teachers here. I share this personal information with you to show you that I set goals and I work hard to achieve them. If elected, I will put that same effort into being president.

I felt compelled to run in this campaign. Abraham Maslow said that "in any given moment we have two options: to step forward into growth or step back into safety." I humbly ask that you step forward with me and cast your vote for Sherri Rose.

# CANDIDATES FOR PRESIDENT

## Sean Weir

### NLTA Involvement

- Provincial Executive, 2011–15, 2018–25
- Branch President, Coastal Labrador South, 2007–2011 & 2015–19
- Group Insurance Manager, 2011–18
- School Board-Teacher Liaison Chairperson, Western School District, 2009–11
- School Board-Teacher Liaison Chairperson Labrador Region NLESD, 2016–18
- Group Insurance Chairperson, 2013–15
- Equity Committee Chairperson, 2018
- Candidate for NLTA Vice-President, 2014
- Member, Finance and Property Committee, 2013–15, 2018, 2023–25
- Member, Pooled Investment Committee, 2013–15
- Member of Labrador Benefits Negotiating Team, 2009–10
- Chairperson, Curriculum Committee, 2019–21
- Chairperson, Membership Benefits and Services Committee, 2021–23
- Chairperson, Collective Bargaining Committee, 2021–23
- Table Officer, 2021–23
- Candidate for NLTA Vice-President, 2022
- Chairperson, Staff Negotiations Committee, 2023–25



### Education

- B.Ed (French), Memorial University, 1995
- M.Ed (Educational Leadership), Memorial University, 2015

### Professional Experience

- (1995–99) Substitute Teacher (Eastern School District)
- (1999–2011) Multi-grade Classroom Teacher with French duties (Gr. 4-9); D.C. Young School
- (2011–15) Multi-grade Classroom Teacher with Literacy/Numeracy Support duties (Gr. K-9); Bayside Academy
- (2015–24) Assistant Principal with Multi-grade Classroom duties (Gr. 5–12) in Physical Education and Healthy Living 1200, OH&S 3200, Math 5–6, Reading Specialist, and Teacher-Librarian; Bayside Academy
- (Currently) Assistant Principal with teaching duties in K–9 Physical Education, Social Studies Grades 4–6, Social Studies 2201, Healthy Living 1200, Entrepreneurship 3209, and M-Team Member for CDLI; Bayside Academy

### Election Statement

Fellow educators,

Our profession is built on dedication, passion, and a commitment to shaping young minds. Yet, numerous obstacles hinder our ability to provide the best possible education for our students. NLTA members share a common goal with our employer—to address the learning needs of all students. However, those needs will never be fully addressed if the real concerns of our members, the frontline workers in education, remain neglected.

During my 26-year career, a common complaint that I've heard in terms of the relationship between the NLTA and our employer is the lack of “meaningful consultation” provided prior to the

development and implementation of new initiatives/policies/practices which have transformed our workplaces over the past three decades. To me, “meaningful consultation” implies a partnership and the development of legitimate processes to not only transform practices, but to evaluate their success, or failure, and to collaborate to find improvements/solutions which are manageable for all stakeholders. To improve education in this province, I feel that this is where we need to be. “Consultation” can't remain as simply a “courtesy call” prior to a public announcement. There is enough documented evidence to demonstrate that this practice hasn't served anybody well. Our members' concerns must be taken seriously.

If successful in the upcoming Presidential election, I will call upon our employer to work collaboratively with the NLTA to resolve the following issues:

First, we must streamline processes involving all hiring practices and the payment of NLTA members. These are such a basic function of the employer/employee relationship that they serve as the foundation for a more sustainable future.

Secondly, we must address the issue of workload. In many schools, class size/composition has become unmanageable to meet the instructional demands with which members are faced. In addition, we are burdened with an excessive amount of administrative tasks, taking away from the time devoted to teaching, planning, and supporting our students. This not only affects our well-being, but also impacts the quality of education provided.

Another pressing concern is the lack of support for students with diverse needs. We need the necessary (and often approved) human resources and training for classroom teachers to ensure that we can provide the best inclusive practices for students with special needs, English language learners, and those from diverse cultural backgrounds.

Furthermore, we face challenges related to classroom resources and infrastructure. Outdated textbooks, inadequate technology, and insufficient materials hinder our ability to create engaging and effective learning environments. Moreover, many schools require significant repairs and maintenance, creating unnecessary challenges for our students and staff.

Additionally, we must address the issue of teacher retention and recruitment. Our province faces a significant teacher shortage, particularly in rural areas. We must explore innovative solutions to attract and retain top teaching talent, ensuring our students receive the best possible education.

Lastly, we must prioritize the mental health and well-being of NLTA members. Education is a high-stress profession, and we often put students' needs before our own. Policies which promote teacher self-care such as improved access to both leave and mental health resources are required. We can't continue to pour from an empty cup.

If elected as NLTA President, I will call upon all stakeholders to heed the collective wisdom of our frontline workers, and actively pursue the best possible education for students. This must go hand in hand with improving working conditions for NLTA members. As your spokesperson, your concerns will be voiced, but the level of cooperation received will determine the tone, location, and audience.