



NOVA SCOTIA

**Education and Early Childhood Development
Office of the Minister**

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March 1, 2018

Dear Teachers/Principals/Vice-Principals/Board Supervisory Staff:

Over the past several weeks, I have met with and heard from teachers, principals, vice-principals, parents and board staff across the province about the Glaze report. I have heard support for parts of the report and for the need for change. We also share a common goal – to help all students do better in school.

I also heard your concerns about how we achieve this goal. I acknowledge and respect your current frustrations. In response, we have developed a compromise that meets government's objectives to improve student achievement, while also addressing what I believe are your most significant concerns. An overview of that compromise is attached.

I hope this compromise addresses at least some of your concerns, particularly our firm commitment to working with you on implementing a new model of inclusive education. We have also agreed not to create a College of Educators, and to instead work with you and the Nova Scotia Teachers Union on teaching and leadership professional standards of excellence.

We will also create a Public School Administrators Association for principals, vice-principals and other supervisory staff, to be affiliated with the Nova Scotia Teachers Union (NSTU). An association is not a union and does not allow for collective bargaining or job action. However, the affiliation with the NSTU will fully protect administrators' existing compensation, benefits and seniority.

The goal is to help Principals, Vice-Principals and other supervisory staff increase their focus as instructional leaders in your schools. I know you will have more questions on this, and I commit to having staff arrange regional information sessions with you. I am also confident your shared commitment to students and mutual respect for each other as professionals will preserve the relationships that now exist in our schools.

On other aspects of Dr. Glaze's report, we are providing more time and opportunity for consultation with you to ensure we implement changes in the right way.

We have a lot of work ahead on these recommendations, as well as those we are awaiting in the report of the Commission on Inclusive Education. My commitment to you is that I will continue to respect your advice as education professionals and will continue to listen and respond as we move forward together.

Sincerely,

A handwritten signature in black ink that reads "Zach Churchill".

Zach Churchill
Minister of Education and Early Childhood Development