



Teacher Qualifications Overview

In order for qualifications and experience to be assessed, teachers are required to ensure their resume is up-to-date and clearly indicates the following:

- Major(s) and minor(s)
- Elementary and/or Secondary Bachelor of Education
- Elementary and/or Secondary Teaching Methods
- Teaching work experience in chronological order including the percent of subjects taught each year.

Teachers moving into positions in which they have not previously held or to a different subject area, requiring a relevant Master's degree, should upload the relevant university transcripts to their resume.

Teachers applying for French Immersion and Core French positions must successfully complete a French Proficiency Interview (FPI) with the HRCE's French Program Consultants.

Teachers enrolled in a relevant Master's program must have the program completed by August 31 to be considered fully qualified for the following school year. A letter from the university confirming program completion must be uploaded to their online resume at the time of application.

TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Elementary or Secondary Teaching Methods Courses at corresponding levels;
- (c) All full/partial Math or English assignments require a Major/Minor (or equivalent) in respective subject areas;
- (d) All other teaching assignments require a Major/Minor (or equivalent) in the predominant subject assignment;
- (e) Equivalency defined as 3+ years experience within the past 7 years (within the past 5 years for Math & English), teaching at least 40% of an assigned subject, at similar grade levels, with positive performance appraisals, and/or references from current supervisor, with consideration given to recent coursework.

In addition to the above, TEACHER, ALTERNATIVE HIGH SCHOOL require:

- (f) Minimum two (2) years experience working at the Secondary level;
- (g) Minimum two (2) years recent and successful experience working with at-risk youth;
- (h) Excellent interpersonal and relationship-building skills and demonstrated flexibility considered assets.

EARLY LITERACY SUPPORT TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Minimum three (3) years recent (within last 5 years) successful classroom teaching experience including English Language Arts at the P-3 level;
- (c) Training in Early Literacy Support considered an asset;
- (d) Certification as a Trained Reading Recovery™ teacher considered an asset;
- (e) Bilingualism (English/French) considered an asset.

EARLY LITERACY SUPPORT TEACHER (FRENCH IMMERSION):

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Minimum three (3) years recent (within last 5 years) successful classroom teaching experience including French Language Arts at the P-3 level;
- (c) Approval to teach French Immersion in the HRCE through successful completion of the HRCE's French Proficiency Interview;
- (d) Training in Early Literacy Support (French Immersion) considered an asset.

ENGLISH as an ADDITIONAL LANGUAGE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's degree (in TESL or equivalent);
- (c) Minimum three (3) years recent (within last 5 years) successful classroom teaching and/or Learning Centre experience at the P-12 level;
- (d) Linguistic ability in other languages considered an asset.

FRENCH IMMERSION RESOURCE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's degree in French Immersion Resource
Or
Successful completion of HRCE French Proficiency Assessment and Master's Degree in the area of special education (e.g. Inclusive Education, Supporting Learners with Diverse Needs and Exceptionalities, etc.) or equivalent with recent graduate level coursework in student learning (e.g. learning disabilities, literacy, numeracy, behavioural programming, diverse needs, etc.);
- (c) Minimum two (2) years successful teaching experience.

JUNIOR HIGH INTERVENTION TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Minimum two (2) years recent (within last 5 years) experience working in a Junior High school;
- (c) Recent and successful experience working with students identified as disengaged/at-risk of not meeting with success;
- (d) Master's degree in Education or acceptable equivalent considered an asset.

LEARNING DISABILITIES SPECIALIST:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Relevant Master of Education degree (i.e. Literacy, Math, Diverse Learners, Inclusive) or equivalent;
- (c) Minimum five (5) years teaching experience;
- (d) Graduate training in administration and scoring of assessment instruments requiring Level B qualifications;
- (e) Combination of recent course work and experience in providing direct instruction to students with learning disabilities;
- (f) Experience with the Program Planning Process and the Nova Scotia Learning Outcomes Framework;
- (g) Completion of appropriate Lindamood Bell® training.

LEARNING CENTRE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's degree in the area of special education (e.g. Inclusive Education, Special Education, Supporting Learners with Diverse Needs and Exceptionalities) OR equivalent as follows:
 - (i) Relevant Master's Degree (e.g. Literacy, Mathematics) with recent graduate level coursework directly related to supporting students with special needs and/or HRCE programming and various topics workshops; OR
 - (ii) 1) Special Education Designation from another province (e.g. Ontario Additional Qualifications {AQ} – must have completed Part 1, Part 2, and Specialist courses);
2) Recent (within 3 years) successful full-year Learning Centre Teaching experience; OR

- (iii)
 - 1) Minimum twelve (12) credit hours of Masters coursework directly related to supporting students with special needs (e.g. developmental disabilities, behavioural programming, alternative and augmentative communication systems, diverse student needs - courses will not be counted if deemed equivalent to one another);
 - 2) Recent (within 3 years) successful full-year Learning Centre Teaching experience;
 - 3) HRCE programming and various topics workshops;
- (c) Minimum two (2) years successful teaching experience;
- (d) Willingness to be trained in non-violent crisis intervention.

READING RECOVERY TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Current certification (within last five years) as a Trained Reading Recovery® teacher in accordance with the requirements of the Canadian Institute of Reading Recovery® (CIRR);
- (c) Minimum three (3) years recent (within last 5 years) successful classroom teaching experience, including English Language Arts Instruction at the P-3 level;
- (d) Consideration may be given to applicants who are willing to commit to full year on-the-job training as per CIRR standards.

RESOURCE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's Degree in the area of special education (e.g. Inclusive Education [not leadership stream], Special Education, Supporting Learners with Diverse Needs and Exceptionalities, etc.) or curriculum (e.g. Literacy, Math, Curriculum & Instruction) or acceptable equivalent;
- (c) Minimum two (2) years successful teaching experience.

SCHOOL COUNSELLOR:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master of Education Degree in Counselling, Counselling Psychology or equivalent (minimum 35 credit hours with courses related to counselling skills and practice completed in-class and not online);
- (c) Masters courses must include counselling theory and practice, group counselling theory and practice, practice issues and ethics, counselling strategies and interventions, principles of assessment for counselling, research design in education, career and transition counselling, theory of human development, diversity or culturally responsive pedagogy;
- (d) Minimum 350-hour supervised practicum component (inclusive of 120 direct hours and 20 group hours), preferably in a school-based practicum setting;
- (e) Minimum two (2) years successful teaching experience.

SKILLED TRADES EDUCATION TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Certification of Qualification as a Journeyperson in a Trade recognized by Province of Nova Scotia:
 - Skilled Trades 10 Teachers require Certification in any Trade (Carpenter, Electrician, Plumber, etc.);
 - Construction Trades 11 Teachers require Certification in one of the following Trades – Carpenter, Electrician, Floor Installer, Painter, or Plumber;
 - Manufacturing Trades 11 Teachers require Certification in one of the following Trades – Welder/Fabricator, Millwright, Pipefitter, or Machinist;
 - Transportation Trades 11 Teachers require Certification in one of the following Trades – Motor Vehicle, Motor Vehicle Body Repairer, Transport Trailer Technician, Truck and Transport Mechanic;
 - Service Trades 10 and Culinary Trade 11 Teachers require Certification in the Cook or Baker Trade
- (c) Minimum three (3) years' experience in Trades related field;
- (d) Experience with leadership, coaching, working with children an asset.