



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 Masters 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 currently enrolled in a relevant Master's program must have the program completed by August 31, 2019 to be considered fully qualified for the 2019-20 school year. A letter from the university confirming program completion must be uploaded with 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 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.

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 successful classroom teaching and/or Learning Centre experience at the P-12 level;
- (d) Linguistic ability in other languages considered an asset.

FINE ARTS SPECIALIST:

- (a) Valid Nova Scotia Teaching Certificate;
- (b) Fine Arts degree or acceptable equivalent (i.e. Visual Art, Drama, Dance);
- (c) Experience teaching Fine Art (particularly drama, dance or visual arts)

FRENCH IMMERSION RESOURCE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's Degree in French Immersion Resource
Or
Successful completion of HRSB 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.

GUIDANCE COUNSELLOR:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Master's Degree in Counselling with a School Counselling stream and an extensive supervised practicum component or equivalent;
- (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 experience working in a Junior High school (within five (5) years);
- (c) Recent and successful experience working with students identified as disengaged/at-risk of not meeting with success;
- (d) A Master's Degree in Education or acceptable equivalent considered an asset.

JUNIOR HIGH RE-ENGAGEMENT AND HIGH SCHOOL OUTREACH

- (a) Valid Nova Scotia Teaching Certificate;
- (b) A Masters Degree in Education or equivalent (i.e. Literacy, Mathematics Instruction, Special Education, Diverse Learners, Inclusive Education, etc.);
- (c) Minimum five (5) years of direct classroom experience at the Secondary level delivering PSP curriculum outcomes;
- (d) All full/partial Math or English assignments require a Major/Minor (or equivalent) in respective subject areas;
- (e) All other teaching assignments require a Major/Minor (or equivalent) in the predominant subject assignment;
- (f) Valid driver's license and access to a reliable vehicle to travel to community sites to meet students in a one on one setting;
- (g) Excellent interpersonal and relationship-building skills and demonstrated flexibility

LEARNING CENTRE TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) 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., developmental disabilities, behavioural programming, alternative and augmentative communication systems, diverse needs, etc.);
- (c) Minimum two (2) years successful teaching experience;
- (d) Willingness to be trained in non-violent crisis intervention and ability to apply NVCI techniques.

LEARNING DISABILITIES SPECIALIST:

- (a) Valid Nova Scotia Teachers Certificate;
- (b) A 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.

READING RECOVERY TEACHER:

- (a) Valid Nova Scotia Teacher's Certificate;
- (b) Current certification within the past 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 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, 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.

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.