



Teaching Policy and Standards Branch
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MEMORANDUM

TO: Directors of Education, District School Boards
Supervisory Officers and Secretary Treasurers of School Authorities
Director of Provincial School Authority

FROM: Paul Anthony
Director, Teaching Policy and Standards Branch

DATE: December 20, 2006

SUBJECT: **New Teacher Induction Program (NTIP): Fall 2006 Update**

Please find below an update on funding, resources and the highlights of the 2005-06 NTIP Final Report.

Highlights of 2005-06 NTIP Implementation and Results

Attached to this memo are highlights from a summary report of the 2005-06 NTIP Final Reports, which were submitted by boards in July 2006.

An analysis of the Final Reports submitted by boards shows that during the 2005-06 transitional year most boards began to establish the basic elements of the program. Almost all school boards provided some level of orientation or PD support to their new teachers. The 05-06 reports also showed that approximately half of boards had a mentoring training program in place.

However, a number of boards have not reported the names of teachers who successfully completed the program to the Ontario College of Teachers. Boards are reminded that all new teachers who successfully completed the NTIP should have had their names submitted to the College to receive the notation on their Certificate of Qualification. The notation is only to be withheld for new teachers who did not successfully complete two performance appraisals in their first year.

2006-07 is a critical year for the on-going implementation of the NTIP. In response to the information gathered from the final reports and teleconferences held by Ministry staff in September 2006, boards identified mentoring as a primary area of focus for 2006-07. In November and December, Ministry staff held differentiated sessions for each region based on board requests. In addition to mentor training, these sessions included information about online PD, data gathering, and three videoconferences focused on mentoring at the secondary level, distance mentoring, and recruiting and selecting mentors.

Also at the request of boards, Ministry staff developed three separate Resource Handbooks for use by new teachers, mentors and principals. These handbooks (available at <http://www.edu.gov.on.ca/eng/teacher/resources.html>) provide PD and mentoring resources to support program implementation. Regional teleconferences were held in September to introduce these handbooks, and boards will continue to identify areas of support or next steps for them in the implementation of the NTIP.

New NTIP Resources and Electronic Versions of Required Forms

The Ministry continues to work with school boards to develop resources specific to the NTIP, so that principals and mentors have a range of ideas and effective practices from which to draw.

In response to a request for a quick reference for NTIP Superintendents, you will find attached a one page fact sheet which summarizes the role and responsibilities of Superintendents who oversee the NTIP. We trust this will be helpful.

We have also provided an electronic copy of the new NTIP Brochure. This document may be of use to boards or schools when advertising the program, attracting mentors, or welcoming new teachers.

Both of these documents are available on the ministry Web site (<http://www.edu.gov.on.ca/eng/teacher/induction.html>) under "NTIP Resources."

An electronic version of the Summative Form for the Teacher Performance Appraisal System for New Teachers was provided to boards on Nov. 17, 2006. This form is to be used for each new teacher appraisal, according to the procedures outlined in the *NTIP: Manual for Performance Appraisal of New Teachers*.

Also available on the ministry Web site is an electronic copy of the *Individual NTIP Strategy* form. Click on "Manuals and Forms" to access all electronic forms related to the NTIP.

NTIP Transfer Payment and One-Time Infrastructure Funding

On December 20th, boards will receive an NTIP transfer payment for 2006-07. The amount transferred to each board is outlined in Schedule A2 of the 2006-07 NTIP funding agreement. Revised Schedules A2 and B2 were provided to boards in October 2006.

Please note that some boards may receive less than the amount listed in their Schedule A2. If a board's total allocation for 2005-06 was less than the transfer payment made in March 2006, the difference will be recovered through this Dec. 20th transfer payment (a detailed explanation was provided in the Sept. 21, 2006 memo: "Final NTIP Transfer Payment for the 2005-06 School Year").

District school boards and the Provincial Schools Authority will also receive one-time infrastructure funding of \$50,000 (a detailed explanation was provided in the Sept. 21, 2006 memo: "Final NTIP Transfer Payment for the 2005-06 School Year," as well as your board's Schedule A2 and B2).

Thank you for your diligence in implementing the NTIP and other Ministry initiatives to improve student achievement. We look forward to continuing our work together to support new teachers.

If you have any questions about the NTIP, please call your NTIP Regional Office contact.



Paul Anthony

cc. Barry Pervin, Director
Leadership Development Branch

Designated NTIP Superintendents

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